

Acacia	Sch. 18	Indonesia	Rp 2500	Portugal	Esc. 75
Bahrain	Dir. 650	Italy	L 1100	S. Africa	Rs. 600
Bulgaria	St. 55	Japan	1950	Singapore	Rs. 4.10
Canada	Can. 20	Kenya	Fr. 500	Spain	Fr. 100
Cyprus	Mill. 200	Lebanon	Fr. 500	Sweden	Fr. 500
Denmark	DK. 7.25	Latvia	Fr. 500	Switzerland	Fr. 5.50
Egypt	Fr. 2.25	Lithuania	Fr. 500	Turkey	Fr. 500
Finland	Fr. 5.50	Morocco	Fr. 4.25	U.S.A.	Fr. 500
France	Fr. 6.80	Moscow	Fr. 6.00	U.S.S.R.	Fr. 500
Germany	DM. 2.20	Peru	Fr. 300	U.S.S.R.	Fr. 500
Greece	Dr. 5.50	Poland	Fr. 6.00	U.S.S.R.	Fr. 500
Hong Kong	H.K. 12	Tunisia	Fr. 6.00	U.S.S.R.	Fr. 500
Irak	Fr. 15	U.S.S.R.	Fr. 6.00	U.S.S.R.	Fr. 500
Philippines	Fr. 15	U.S.S.R.	Fr. 6.00	U.S.S.R.	Fr. 500

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OVERSEAS NEWS

Honduran defence chiefs ousted

By Tim Coone in Managua

Gen. Gustavo Alvarez Martinez, the head of the Honduran armed forces, and three other top military commanders have been ousted and forced to leave the country by President Roberto Suazo Cordoba.

Speaking on national television and radio on Saturday night, the President said that the move had been taken to "safeguard the constitution" in Honduras and would have "positive repercussions in favour of democracy and peace," reiterating Honduran support for the Contras' peace process.

The only Chief of Staff remaining in his post is the head of the Air Force, Gen. Walter Lopez.

Gen. Alvarez was widely considered to be the "strong man" in Honduras and his hard-line, anti-Communist stance both on foreign policy and in dealing with internal opposition made many politicians both in opposition and within the ruling Liberal Party fear for the future of the fragile civilian Government.

Dr Sergio Ramirez, one of Nicaragua's three-man ruling junta said that Nicaragua was watching the situation "with interest." He said that Gen. Alvarez, as head of the Honduran armed forces, had given constant support to Nicaraguan counter-revolutionaries and was closely linked to the U.S. military build-up in Honduras.

Both the U.S. Ambassador in Honduras, Mr. John Negro Ponte, and the Honduran Government, have confirmed that a new series of joint military manoeuvres, code-named "Granadero 1," between units of the U.S. and Honduran armed forces, are to go ahead as planned from April 1.

Reuter reports from San Salvador: Gunmen shot dead a conservative Salvadoran columnist and former member of the Government's Central Election Council, officials said. The killing of Dr Rafael Hasbun was carried out on Saturday night, three days after a right-wing death squad threatened to kill Election Council officials for the disorganization which marked last week's Presidential elections.

Industrialised nations' pact urged

By PETER RIDDELL, POLITICAL EDITOR, IN LONDON

THE SEVEN major industrialised countries should agree on a political and economic strategy for the rest of the decade at their summit in London this June, according to a report to be discussed today at a meeting of the Trilateral Commission in Washington.

The main authors of the report are Dr David Owen, leader of Britain's Social Democratic Party, Mr Zbigniew Brzezinski, presidential adviser on national security affairs during the Carter Administration in the U.S., and Mr Saburo Okita, former Japanese Foreign Minister.

The Trilateral Commission is a discussion group of prominent politi-

cians, officials, businessmen and academics from North America, Japan and Western Europe.

The report urges that the U.S., Japan, Canada, West Germany, France, Italy, and the UK should take as their objective at the London summit the development of a package of trade-offs in both the political and economic fields.

The authors stress the need for a balanced package in which each government agrees to take actions it might prefer to avoid, in return for the advantages which the actions taken by other governments will bring to it.

In particular, the report proposes

that the U.S. should take urgent action to reduce its budget deficit.

It says the remaining barriers to genuine free trade in Western Europe and to public procurement in the cheapest European market must be swept aside and subsidies to older industries must be phased out more rapidly to encourage technological development.

It also says moves should be made in Europe towards a shorter working life for those in employment.

The report recommends that Japan should expand its economy at a faster rate, should become a steady and significant exporter of capital

and should increase its assistance to Third World countries.

It says the major industrialised countries should co-ordinate plans for sustained economic growth and for their exchange rates: the cost of defence should be more equally shared between the U.S. and its allies, with the latter strengthening their conventional forces.

The report argues that the initiative should be taken at the London summit, as the first of a series of policy summits, while a Nato meeting of heads of Government should occur in early 1985 to confirm forward defence commitments.

Savimbi renews peace call

By Our Own Correspondent in Jambu, Angola

ANGOLAN guerrilla leader Dr Jonas Savimbi has renewed his call for peace talks with the avowedly Marxist leadership in Luanda. However, at a news conference here on Friday, he said he would carry his anti-government campaign from the bush into Angola's cities if the peace offer went unheeded.

While his proposal for the formation of a government of national unity, composed of his Unita party and the ruling MPLA has been made before, it was the first time Mr. Savimbi has made the suggestion in the context of regional peace efforts, sponsored by the U.S., involving Namibia's independence and a Cuban withdrawal from Angola.

Mr. Savimbi said that, without Unita's inclusion in the peace moves, there would be no settlement in Namibia. South Africa has made the withdrawal of Cuban forces from Angola a precondition for granting independence to Namibia, and Dr. Savimbi argued that the Cubans, who provide vital support to the Government forces in Angola, would not leave until the MPLA leadership and Unita had reached an accommodation.

The news conference, attended by a large contingent of South African newspaper editors, could not have been held without direct South African approval since the charter plane that brought many correspondents began its journey in South Africa and overflew South African bases in Namibia on its way.

Jamba is located in a remote corner of south-eastern Angola, 850 miles from Luanda, but only about 100 miles from the border of Zambia and Namibia.

Dr Savimbi's threat to carry the war into the cities followed an attack last month on the coastal town of Sumbe, 200 miles south of Luanda, and 700 miles north-west of here, which he claims his forces briefly occupied.

Fresh Sikh violence breaks out despite Gandhi initiative

By JOHN ELLIOTT IN NEW DELHI

THREE WOMEN were killed and 23 other people injured by Sikh terrorists near Amritsar yesterday less than 24 hours after the Indian Government launched a new initiative to solve the Sikh unrest in the northern state of Punjab.

The Government offered to consider ways of amending Article 25 of the Indian constitution as requested by the Sikhs to give their sect a more distinct identity.

This was regarded in India as a major initiative and was widely welcomed by moderate Sikhs activists, including Sant Harchand Singh Longowal, the president of the Akali Dal, the Sikhs' main political party. A series of protests planned to start today were cancelled.

But terrorists continued their violence and killed the three women when they threw hand grenades into a building in a town near Amritsar owned by the Nirankari sect. This group has been under attack for its more relaxed approach to the

Union leaders left New Delhi during the weekend after a breakdown in pay talks with the government to end the strike which has shut India's 10 major ports, stranded more than 200 ships and deprived industry of imported raw materials.

U.S. Customs officers seize chemicals bound for Iraq

By TERRY DODSWORTH IN NEW YORK

U.S. Customs officers in New York have seized chemicals bound for Iraq on the grounds that they could be used to manufacture the nerve gas called GB or sarin, a particularly potent weapon which is stocked by the U.S. Army.

The seizure at Kennedy Airport, the first action taken by the U.S. since the announcement that the Government was imposing strict conditions on the sale of five chemicals to both Iraq and Iran.

The U.S. has accused Iraq of using chemical weapons in its war with Iran and has also claimed that it has employed mustard gas.

According to Customs officials, 74 drums containing 1,100 lbs of potassium fluoride was involved in the proposed shipment for Iraq from Kennedy

International Airport. Potassium fluoride can be used to manufacture the nerve gas called GB or sarin, a particularly potent weapon which is stocked by the U.S. Army.

Administration officials said last week that they did not believe U.S. companies had been the source of materials used in the manufacture of the Iraqi mustard and nerve gases.

Reuter adds: Iran said 16 people were killed and a number of others injured during an air raid by three Iraqi planes on Saturday on the Iranian border town of Gilan Garb.

The Iranian national news agency Isna, said several houses were destroyed in the raid.

Nato defence ministers meet

By ANDRIANA IERODIACOUNOU IN ATHENS

Dr Andreas Papandreou

Prime Minister

Dr Papandreou

U.S. bases will go

when the five-year agreement

on their operation, signed in

September of 1983, expires.

But according to Greek and

U.S. officials, the talks between

Mr Weinberger and the Papandreou

Government were

dominated by the intra-Nato

disputes between Athens and

Ankara. These have disrupted

alliance exercises in the Aegean

and are delaying the establish-

ment of a new Nato command

headquarters in northern

Greece.

David Barchard reports from

Ankara: In an effort to win

over public opinion in Western

Europe and North America, Mr.

Turk Ozal, the Turkish Prime

Minister, has announced plans

to investigate complaints over

human rights violations in

Turkey and is to lift visa

requirements for Greeks visiting

Turkey.

Relatives of prisoners staged

the first demonstration in

Turkey since the 1980 coup out-

side the building as the Prime

Minister spoke.

The news conference, attended by a large contingent of senior officials.

Gen. Bernard Rogers, of the U.S.

Nato's supreme commander, resisted

the original decision to withdraw

the warheads and has instructed to

choose which should be removed.

Officials say he is taking his time

and does not plan to submit propos-

als until next year.

The 14 ministers - from all Nato

countries except France and Ire-

land - will open the meeting with

the usual "threat briefing" by Mr.

Caspar Weinberger, U.S. Secretary

of Defence, on new nuclear weap-

ons developments in the Soviet

Union. Reuter

The only "live" nuclear issue of

whether or not the Netherlands will

deploy some or all of its quota of 48

cruise missiles is not on the agenda.

It is bound to come up in bilat-

eral talks between the Dutch Minister

and his colleagues in the margins of

the Cesme meeting, but Nato has a

knack of avoiding formal discussion of

this sort of sensitive issue," a se-

nior official said.

At the previous Nuclear Planning

Group meeting in Montebello, Cana-

da, ministers decided in principle to

withdraw 1,400 out of a total of

6,000 nuclear warheads from Eu-

rope, crowning a four-year review of

Nato's short-range atomic weap-

ons by a high level group of senior

officials.

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WORLD TRADE NEWS

China moving to ease terms for oil exploration bids

By MARK BAKER IN PEKING

CHINA IS preparing to open the second stage of bidding for its offshore oil exploration, and it has hinted that the terms will be easier for foreign oil companies.

China National Offshore Oil Corporation (CNOOC), the Chinese authority in charge of exploration, is revising the "model contract" on which all tenders based their bids in the first stage.

The president of CNOOC, Mr Qin Wencai, said the terms of the model contract, including the "way of dividing economic shares and legal articles" would be readjusted and improved in the light of first round bidding last year.

He said the second stage bidding would begin as soon as the new model contract was ready — suggesting it will begin ahead of the expected deadline of early next year.

China is opening up the exploration of offshore oil on the basis of initial seismic surveys of an area of about 150,000 sq km in the South China Sea and the South Yellow Sea.

A total of 27 foreign oil companies signed 19 contracts covering about 39,000 sq km of lease area in the first stage.

There was controversy in the first stage bidding over the tough terms of the model contract. Companies were required to make a firm signature payment and bear all exploration costs and meet a fixed drilling schedule. The Chinese kept the option of taking a 51 per cent stake in the development company in the event of any discoveries.

Beyond these terms companies had to compete strongly on the "X-factor" — the division of profit on any oil produced, after the Chinese took a 17.5 per cent royalty.

Some industrial officials believe China will have to moderate its terms if it is to

attract active participation for second stage bidding. They say some companies, which bid boldly to secure production blocks, are now anxious about the early results of the 50 exploratory wells scheduled to be drilled this year. Two wells drilled so far in the South China Sea by the BP-led consortium — the first to win contracts in the first stage — failed to produce significant quantities of oil or gas.

Total, which has been exploring in the Beibu Gulf, is one company believed holding out for a renegotiation of a too tough initial contract before agreeing to proceed with developing its discoveries.

Mr Qin said discussions were continuing with Total and the Japan National Oil company, which has explored on the Bohai Sea, about developing their discoveries.

Agreement was expected late this year or by the beginning of 1985, Mr Qin said.

SHIPPING REPORT

Freight rates pick up

By ANDREW FISHER, SHIPPING CORRESPONDENT

FREIGHT rates for key industrial commodities like coal, iron ore, and grain picked up considerably last week in response to increased economic activity worldwide. "All markets have gained momentum," said UK shipbroker Denholm Coates.

This more buoyant view was shared by Simpson, Spence and Young Shipbrokers, who talked of "a welcome boost" for the industry with rates at levels not seen for some years. Rising steel output has helped fuel the upturn.

Demand for large bulk carriers over 100,000 dwt has risen, mainly for transport of iron ore. Time-charter rates for 120,000 dwt ships for a year have reached \$2.15 to \$2.25 per tonne per month, some 50 per cent more than a year ago.

Washington gives boost to Brazilian steel wire

By Andrew Whitley

in Rio de Janeiro

THE export-oriented Brazilian steel industry, hit by a wave of anti-dumping import surcharges by the U.S. its most important market, received its first good news for months over the weekend.

Surcharges of 75 per cent on the value of steel wire exported to the U.S. are to be virtually eliminated. A formal announcement is expected from the U.S. Commerce Department by tomorrow.

The decision, which benefits a relatively small proportion of the Brazilian steel sold to the U.S., was announced by Sr Joro Camilo Penna, the Brazilian Commerce Minister in the weekend following talks in São Paulo with Mr Lionel Olmer, U.S. Deputy Commerce Secretary.

According to the *Gazeta Mercantil*, a leading business daily, the additional duties will be eliminated in the case of Cosifesa, a major Brazilian steel company, and reduced to only 7.4 per cent for Belgo-Mineira, a subsidiary of the Belgian steelmaker Arbed.

The agreement marks the first formal recognition by the U.S. in the often difficult bilateral steel negotiations of recent months, of the validity of the Brazilian argument that its steel export costs have been altered significantly by the U.S. in 1983, mainly due to the 50 per cent surcharge.

Sr Camilo Penna was hopeful that the important heavy steel plate exported to the U.S. by Brazil's major state-run steel companies would also benefit from this apparent softening of the tough U.S. line. Negotiations with U.S. Commerce Department investigators, looking into charges of subsidy, are expected here over the coming two months.

Before then, however, a U.S. official told the *Gazeta Mercantil*, the Brazilian business publication, that there would be "bad news" for Brazilian exporters of hot and cold rolled steel, which make up over half of the country's steel exports to the U.S. He warned that within the next few days heavy penalties would be applied to these Brazilian products by the U.S. government.

Nancy Dunne in Washington adds: Mr Olmer also urged Brazil to increase imports in order to spur productivity and restore domestic economic health.

Speaking at the conference on U.S.-Brazilian trade in São Paulo he warned that "the brunt of Latin America's economic adjustment cannot be borne much longer by trade accounts."

The continued tension in the Gulf area did not show through in high tanker rates last week. Owners were hard pressed to find work for ships in the area, though the Iraqi attack on a Greek tanker could have boosted rates if more business had been available.

World Economic Indicators

INDUSTRIAL PRODUCTION (1975 = 100)

	Feb '84	Jan '84	Dec '83	Feb '83	% change over previous year
U.S.*	159.9	158.0	156.1	138.1	+15.8
UK†	103.6	102.9	101.8	99.5	+4.1
Japan‡	110.9	110.1	109.3	106.9	+3.9
W. Germany	118.3	118.4	116.3	107.3	+8.2
France	116.1	117.4	117.2	117.2	+2.1
Italy	119.3	117.0	115.6	117.1	+1.9
Netherlands	112.1	109.7	109.2	103.2	+5.6
Belgium	114.2	118.0	116.7	106.6	+7.1
1967 = 100	17880 = 100				
Source (except U.S., UK, Japan): Eurostat					

China National Textiles I/E Corp., Zhejiang Branch exports garments of all kinds

Zhejiang, located along the coast of the East China Sea, is a scenic province rich in natural resources. Our textile industry is highly developed. We have also excellent facilities in land, air and sea transportation.

We adopt the open policy and do business in flexible ways. We sincerely hope to establish friendly business relationship with traders from all parts of the world.

You are most welcome to come to Zhejiang for business talks!

Our export items include:

Clothing for Men & Women

Long, medium & short overcoats, suits, jackets, vests, shirts/blouses with long/short sleeves, sports-shirts with long/short sleeves, pyjamas, anoraks, hunting suits, overalls, overalls for medical personnel and other fashionable clothing.

Dresses for Children

Long and short overcoats, jacket-vests, shirt and blouses with long/short sleeves, embroidered blouses. School children's uniforms, 2-piece suits, 3-piece suits. Pyjamas, frocks, swimming suits, anoraks, all kinds of infants' suits, and bibs.

Fabrics

Yarn-dyed Flannelette, yarn-dyed T.C, yarn-dyed coating and denim, corduroy, poplin, blue nankeen and all kinds of woolens and worsted.

CHINA NATIONAL TEXTILES I/E CORP., ZHEJIANG BRANCH
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Cable: TEXTILES HANGZHOU
Telex: 35026 TEX CN Tel: 25396

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CHINA NATIONAL TEXTILES

WE'VE LANDED NISSAN!

Nissan have given their seal of approval to an 800 acre prime-site in the North East. It's a site bursting with the potential needed to turn out a quarter of a million new cars a year by the mid-1990s — a fact Nissan clearly recognised, thanks to the joint efforts of Tyne and Wear County Council, the Borough of Sunderland, and Washington Development Corporation.

We began by supplying Nissan chiefs with a comprehensive dossier detailing a superb labour relations record, assistance, tax incentives, workforce, health care, housing and recreation facilities.

We showed them essential motorway, sea, rail and airport services 'on the doorstep'.

We talked about an infrastructure that's the envy of every



new town in Britain today.

There are a hundred other fascinating details we can discuss on the attraction the Washington site in Sunderland holds for Nissan.

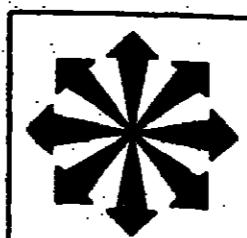
But they've made their minds up. We're now ready to talk to you.



Tyne and Wear County Council



Borough of Sunderland



Washington Development Corporation

UK NEWS

Shortages worry consumers of steel

By Ian Rodger

STEEL consumers in Britain are showing growing unease over reports of delivery bottlenecks and indications that the British Steel Corporation (BSC) will attempt to raise prices again in the third quarter.

Concern will be heightened if the coal strike in the UK begins to affect BSC's ability to fulfil customer orders.

Steel consumers' representatives are lobbying in Brussels for BSC to be allowed to produce more steel. But European Commission officials are very reluctant to raise production quotas. Both last year and in 1982, EEC steel prices collapsed in the second half as a result of over-production.

Steel producers are anxious to see prices continue to recover from what they consider to be inadequate levels. BSC, for example, is still losing over £2.5m a week in spite of its massive reduction of overheads and the fact that, until the miners' strike, it was operating all its plants at very high levels.

The most alarming reports of shortages come from consumers of high quality plate for use in offshore oil platforms. One steel fabricator, Motherwell Bridge, said it was having to wait four months for deliveries from BSC.

BSC has refused to comment, but the corporation may have a technical problem in its plates division. Last Friday, it emerged that Shell Oil had cancelled an £18m order with BSC for heavy pipe made from plate, claiming that the quality was unacceptable.

Concern about deliveries of strip mill products is also beginning to be heard. Large consumers, such as the car manufacturers BL and Ford, say they have no worries, but smaller ones are not so confident.

The basic problem in the West European steel industry continues to be excess capacity. In January, the European Commission imposed minimum prices in an attempt to wipe out competitive discounting and the system has had considerable success. BSC's prices have probably increased by an average of 3 to 5 per cent since December.

The minimum levels are being raised by 2 to 3 per cent today, but it is unlikely that the commission will agree to raise them again.

CBI optimistic over outlook for manufacturing

By MAX WILKINSON, ECONOMICS CORRESPONDENT

BRITAIN'S manufacturing industry provides the most optimistic evidence for five years that recovery has taken root and will continue well into 1985, according to a Confederation of British Industry survey.

The March survey of 1,800 companies suggests that orders and export prospects are at their best levels since 1979, with improvements in output more widespread than at any time for eight years.

It indicates that the pressure on prices remains moderate, and the CBI expects only a very small pick-up in the inflation rate by the end of next year.

The confederation is now more optimistic than the Treasury about prospects for manufacturing output in the next two years. In its latest forecast, also issued today, the CBI has projected a more rosy picture of economic prospects generally.

The CBI has abandoned the pessimistic view set out in its November forecast that recovery would fade this year as the consumer boom came to an end, without a significant pick-up in investment. It now expects further increases

in consumer spending with parallel rises in exports and a sharp boost in investment from the recent very low levels. The March survey produced encouraging evidence that companies making capital equipment were continuing to share in the recovery.

Sir James Cleminson, deputy president of the CBI, said that "manufacturing output is picking up quite rapidly and the whole economy should continue to grow well into 1985."

The CBI's latest forecast suggests that the economy will grow by about 2.4 per cent this year and 2 per cent next year, with the inflation rate first falling a little then rising slightly to 5 per cent by the end of next year.

However, the CBI believes that unemployment will rise to an underlying total of 2.9m by the end of this year, about 50,000 more than at the end of 1983.

Despite an accelerating growth of manufacturing output, from 1% per cent last year to about 3% per cent this year, the CBI expects a continuing fall in the number of jobs provided by the sector.

Short Brothers likely to sign Tucano deal

By MICHAEL DONNE, AEROSPACE CORRESPONDENT

SHORT Brothers of Belfast, state-owned aircraft manufacturer, is expected to sign a collaborative agreement soon with Embraer of Brazil to build the Brazilian company's Tucano basic trainer in the UK. The deal is dependent upon the RAF deciding to purchase the aircraft.

The RAF is studying four types of aircraft to find a new basic trainer to replace its fleet of Jet Provosts. An order for over 150 aircraft, worth about £200m, is planned. The four competing aircraft are the Tucano, the Swiss Pilatus PC-9, the Australian A-20 and the British-designed Firecracker.

The pact between Short Brothers and Embraer follows an agreement announced recently by British

Aerospace and Pilatus under which British Aerospace would build the PC-9, if that aircraft were selected.

The Ministry of Defence is insisting that the chosen aircraft must be built in the UK. As a result, the companies have been seeking to set up collaborative agreements.

The Australian Aircraft Consortium, formed to build a trainer for the Australian air force, has yet to announce any deal with a UK company to build the A-20.

Firecracker Aircraft, the UK company which has designed and built the Firecracker, has only limited production facilities and is looking for a partner. It has been holding talks with Westland of Yeovil, Somerset, but nothing has been settled.

Laura Ashley to offer stock on market

By Alison Hogan

LAURA ASHLEY is a textile designer who, with her husband Bernard Ashley, has built up a £60 million business selling clothes, wallpaper and fabrics in a distinctive rural style. They are planning to bring the company to the market sometime in 1985.

With their ambitious plans for further growth at home and overseas, the Ashleys hope to give the public an opportunity to buy shares in their cottage industry turned successful business.

The company has grown rapidly since the Ashleys opened their first small shop in Kensington, London, in 1968. They had bought the railway station at Carno, Powys, in Wales and converted it into a textile factory a couple of years earlier.

Today Carno is the Ashleys' main printing and sewing plant for the UK and the distribution centre for their mail order business. Exports today account for about 40 per cent of turnover.

Laura Ashley's European operation is conducted from Helmond, near Eindhoven in the Netherlands and there are shops in France, Belgium, the Netherlands and West Germany.

New headquarters were recently established in Maidenhead, Berkshire, but the Ashleys are now based in Europe and manage the overseas concerns, moving between Brussels and their 18th century Chateau de Remaing in France.

The Ashleys started making home furnishings such as tea towels, sprouts and oven gloves, and later moved into clothing. In 1978 they began to build up the furnishings side of the business again. In 1980, they had a tough year with the recession squeezing margins and a weak dollar hitting foreign currency earnings. But the company overcame these problems, and today home furnishings account for about two-thirds of turnover.

Laura Ashley now has its eyes on the United States, where the company first opened shop in 1979 in San Francisco. It now has a chain of 40 shops mainly on the East Coast.

Grieveson, Grant subsidiary to deal in foreign securities

By JOHN MOORE

GRIEVESON, GRANT and Co, one of the largest stockbrokers in the London securities market, has formed an international dealing subsidiary to take advantage of the newly liberalised Stock Exchange rules for dealing in overseas securities.

The broker has set up a new company, Grieveson Securities, which will start trading on April 9, the day the new rules for trading in overseas securities come into force.

It is the latest in a series of international dealing companies created by broking and stockjobbing firms on the London stock market in the wake of the rules' liberalisation.

The most notable was a joint venture arrangement between Alcroyd & Smithers, the stockjobber or market maker, and Rowan & Pitman, the stockbroker, capitalised at £17m.

Quilter Goodison, the stockbroking firm headed by Sir Nicholas Goodison, the chairman of the Stock Exchange, and Cazenove are among the leading stockbrokers who are planning the development

of international dealing subsidiaries without so far forming a link with outside partners or other jobbing firms.

Bisgood, Bishop, the stockjobber which recently formed a link with National Westminster Bank, is also considering creating an international dealership. There are believed to be at least six applications for such a move outstanding at the Stock Exchange.

The Stock Exchange Council announced last October that, as a first step in the dismantling of minimum commission scales on transactions carried out in the market, negotiated commissions would be introduced on overseas securities. As part of the relaxation, the Stock Exchange is allowing member firms to create international dealing subsidiaries with limited liability.

Grieveson's new subsidiary is to be headed by Mr Derek Millard, a partner in the firm, who said yesterday: "We cannot afford not to be doing anything that the Stock Exchange is doing. It is a logical extension of our business."

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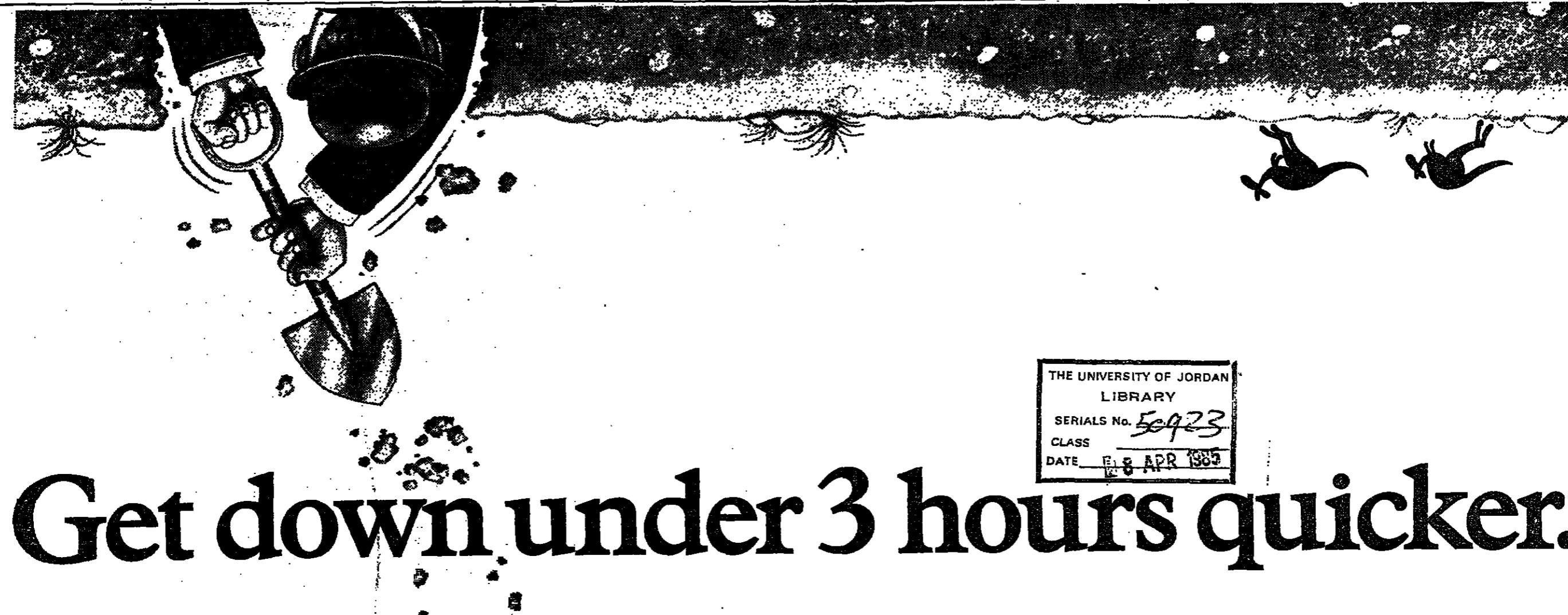
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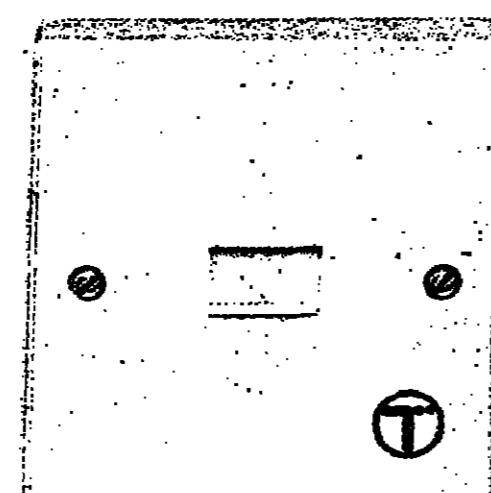
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Dispute delays North Sea oil price accord

BY RICHARD JOHNS

FULL AND final agreement on North Sea oil prices for the second quarter is being held up by a dispute between the British National Oil Corporation (BNOC) and the owners of the Ninius field, operated by Chevron, over the rate for the crude produced from it.

British and London and Scottish Marine Oil have raised the strongest objections to BNOC's proposal that the rate should remain unchanged at \$28.80 per barrel. They point out that Ninius has recently been fetching a price on the spot market within 10-15 cents of Brent, the North Sea reference.

BNOC's suppliers and customers accept that the reference should be maintained. But the Ninius partners are determined to bring about a revaluation of their crude and are

believed to want a 20 cent per barrel improvement.

On Friday, the buyer-seller rate for Ninius was \$28.90-\$30.00, compared with \$30.05-\$30.25 for Brent Blend.

Earlier in the week one trader said that he had concluded deals for

both crudes at the same price.

More meetings between BNOC

and the companies are planned for this week. A spokesman for the corporation said on Friday that he expected the issue to be "amicably" resolved.

The problem has arisen because

oil from British Petroleum's Magnus field, which started production last August, is transported through the Ninius trunk line to Sullom Voe, creating a better quality blend.

The system also carries output from

Union Oil's Heather field.

Last autumn, the official selling

rate for the new Ninius blend was raised 25 cents per barrel. But that only restored the differential created a year ago when Brent became the new North Sea reference and was realigned 25 cents above other North Sea crudes.

The only change proposed by

BNOC which markets about one

third of North Sea oil on behalf of

companies and the Government in

respect of its royalty crude, is for

crude from the Magnus field, op-

erated by Phillips Petroleum, to be

raised from \$28.70 to \$28.80 per bar-

rel. This is because its quality has

proved better than expected since

output started last year.

Britoil also pressed for a rise of

10 cents for Beatrice crude from the

present \$28.30 and is unhappy with

BNOC's proposal to leave it un-

Equality code for employers issued

By John Lloyd, Industrial Editor

A CODE of practice for the employ-
ment and promotion of members of
ethnic minority groups comes into
effect today.

The code, which received parlia-
mentary approval in February, im-
poses no legal obligations on em-
ployers beyond those laid down in
the 1976 Race Relations Act. But it
will be taken into account by indus-
trial tribunals when considering
allegations of discrimination. In
practical terms, therefore, it signifi-
cantly strengthens the powers of the
Act and of the Commission for
Racial Equality (CRE), which has
introduced the code.

The code's presumption is that
observance of the Act must be an
active, rather than a passive, matter.
The CRE says that "an organi-
sation can only be certain that it is
achieving equality if it has a clear
policy and takes steps to ensure
that its policy is working."

Mr Clifford Robinson, the CRE's

deputy chairman, said: "Continuing
high levels of discrimination in em-
ployment still exist. We have been
aware of them for some time, but
we have not been able to reduce them significantly."

The main elements in an equal
opportunities policy recommended
by the code are:

- Non-discriminatory advertisement and recruitment policies, including the avoidance of unintentional discrimination through specifying unnecessary qualifications which some racial groups may not be able to meet.
- The adoption of "positive action" policies, which ensure equality of opportunity for members of minority racial groups. An example would be training in English language skills.
- "Ethnic monitoring," or record keeping on the progress of minority group members, so that the success or otherwise of equal opportunity programmes may be assessed.
- The establishment of equal opportunity systems, under a senior executive, with a clear policy understood by all. Employers and unions should be ready to discipline employees and members who discriminate, or bring pressure for discrimination.

Editorial comment, Page 16

Ford launches marketing push

BY JOHN GRIFFITHS

FORD IS launching a series of mar-
keting initiatives - ranging from
mailshots to about 400,000 people
offering 3.95 per cent finance on
any new Ford car, to the release to-
day of Popular versions of the Es-

cott. The company has also announced
the prices of cheaper models of the
Orion - the "booted" Escort - to go on
sale today, and has cut by an aver-
age £200 the prices of existing "up-
market" Orion models.

The new models closely match in
price equivalent models in the Es-
cott range, at £5,485 including tax.

The moves come just ahead of an

expected sharp intensification of

the new car sales struggle in the

UK, as the result of Austin Rover's

new Montego saloon launch next
month.

• Ford has begun an investment
programme worth nearly £25m at
its component plant at Basildon, Es-
sex, writes Kenneth Gowing.

It is the second major investment
scheme for Britain announced by
Ford in a week. The other is an

£11m plastic moulding plant for the
Halewood facility on Merseyside.

About half the money to be spent

at Basildon will go towards produc-
tion of new aluminium radiators to
reduce costs and weight in vehicles,

according to Ford.

British Airways prepares for sale

BY LYNTON MCALPIN

BRITISH Airways (BA) became a
public limited company (plc) yester-
day in preparation for a majority
sale of shares in the state-owned
airline by March 31 next year.

The airline remains in the public
sector for the time being. All shares
in British Airways plc will be re-
tained by the Government pending
the flotation.

The Government is considering
letting BA go to market with a sub-
stantial capital debt burden. That is
likely to be as high as £800m unless
the Treasury agrees to write off

some or all of the debt before dema-
nolisation.

At the same time, the Govern-
ment has not ruled out foreign
ownership of shares.

BA's capital debt stood at
£1,053.2m at the end of the 1982-83
financial year. By the end of the latest
financial year last week, it was

expected to have repaid about
£100m. It is required by the Govern-
ment to repay a further £160m by

the end of the 1984-85 financial
year, leaving just under £600m of
debt.

The capital debt is guaranteed by
the Government as long as BA re-
mains in state ownership. When the
offer for sale of shares in BA be-
comes unconditional, the Govern-
ment will no longer guarantee to
meet any of BA's obligations.

The decision to sell at least 51 per
cent of the shares by March 31 next

year has been reached in the light of
the increasing success of the air-
line. Lord King, the chairman, has

forecast an operating profit of
about £25m before tax and interest
for the 1983-84 financial year.

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BUSINESS LAW

The Laker dispute:
a case of balancing
the national interests

"AT THE root of the conflict are the fundamentally opposed policies of the United States and Great Britain regarding the desirability, scope and implementation of legislation controlling anti-competitive and restrictive business practices."

This is how Judge Wilkey summarized the conflict between UK and US courts concerning the attempt of Laker's liquidator to obtain substantial damages from a number of fatigued air companies. They were alleged to have brought about the downfall of Laker Airways by predatory pricing and by preventing the realisation of a re-finance scheme when the company was in difficulties.

The conflict produced the rare and bewildering spectacle of court injunctions shooting across the Atlantic in both directions, first for bidding Laker to prosecute British Airways and British Caledonian in US courts, and then in the opposite direction prohibiting KLM and Sabena from obtaining similar protection from British courts.

It was this last injunction, made by Judge Harold Greene in the US District Court (Civil Action No 83-0416), with which the US Court of Appeals for the District of Columbia dealt on March 6, 1984.

The appeal by KLM and Sabena was dismissed by a majority opinion which contains a very impressive discussion of the issues of concurrent jurisdiction and extraterritoriality, and reaches conclusions with which it is difficult to quarrel.

The UK Court of Appeal made the affirmation of Judge Greene's injunction easy by basing its own prohibition, addressed to Laker in respect of the two British airlines, on the activation by the British Government of its powers under the Protection of Trading Interests Act.

These, as the Court of Appeal said, made the case untriable because the two airlines were prevented from co-operating in any way with US courts.

The US Court of Appeals based its decision, among other things, on the argument that the Belgian and Dutch companies could not obtain the same protection from the British Government.

A softer line

Dissenting from the majority, Judge Starr took a much softer line. He said: "A tempest has been brewing from some time among the nations as to the reach of this country's anti-trust laws, and today's decision strikes a strong blow in favour of what will be viewed by many of our friends and allies as a rather parochial American outlook."

This was, in his view, incompatible with the orderly operation of the two nations' respective judicial systems. He would return the case to the District Court for narrowing of the injunction in a way consistent with the principles of comity to facilitate "the seemly accommodation of sharply divergent and competing national interests."

The narrowing of the injunction which Judge Starr had in mind would prevent KLM and Sabena from seeking in London an order banning Laker's liquidator from prosecuting them in the US.

It would not prevent, however, them from asking for a declaratory injunction in the UK courts to establish that they were not liable with a view to the regulations and treaties applying to transatlantic air transport.

Reading between the lines, one can see that the main objective of Judge Starr was to provide time for an out-of-court of political settlement of the whole dispute.

Although the majority opinion stakes a much firmer note in defence of the US courts' jurisdiction over alleged anti-competitive behaviour affecting the American travellers on transatlantic airlines and the overwhelmingly American creditors of Laker Airways, it discloses

the same awareness of the need to resolve the issue extra-judicially, possibly by international arbitration:

It states: "... this court has neither the authority nor the institutional resources to weigh the policy and political factors that must be evaluated when resolving competing claims of jurisdiction. In contrast, diplomatic and executive channels could negotiate and reconcile such conflicts."

The opinion focuses attention on the provision of the Bermuda II Treaty for the arbitration of disputes regarding its terms. It points out that neither the US nor the UK Government has yet invoked its right to call for an arbitral decision on the scope of the immunity from US anti-trust laws which this treaty provides in Article 17.

By affirming the injunction granted by Judge Greene, and depriving KLM and Sabena of a hypothetical and not-too-probable protection by the UK courts, the US Court of Appeals has done all it could do judicially.

Even those who disagree with some of its reasoning regarding its effects do not fail to admit that there is much in the opinion's emphasis on the wider problem and on the need to seek a political solution.

It says in a footnote: "It may be that further efforts by the governments of both countries would help resolve the deadlock which appears to be developing to the detriment of the litigants' interests and the ultimate frustration of the national policies of the US and Great Britain."

The majority opinion of the US Court of Appeals also strikes a much more realistic note than many US proposals which see the solution of the conflicts created by US long-arm legislation in the judicial balancing of competing national interests by the spirit of comity — that is, mutual respect for the law and courts of another country.

The comity concept

I have missed no opportunity to argue that the vague concept of comity, developed by well-meaning judges, is being offered by politicians as a sop and can have the effect only of delaying the solution of the real issue.

The view that comity is irrelevant to the solution of extraterritoriality conflicts was recently endorsed by the Berlin Appeal Court in the Rothman/Morris merger case.

It is, therefore, very gratifying to see this realistic view adopted by a US court. While the dissenting opinion invokes comity, the majority opinion states that the balancing-of-interests approach has not gained more than a temporary foothold in US law.

Courts are increasingly refusing to adopt the approach. Scholarly criticism has intensified. Additionally, there is no evidence that interest-balancing represents a rule of international law."

It is futile to expect courts to find a solution by balancing national interests. Most judges will refuse to take this role, and most of those that will accept it will only find that the interests of their own country carry the greater weight.

The majority opinion of the US Court of Appeals rightly suggests that international arbitration of such disputes would be a better solution.

The opinion is an outstanding contribution to the discussion of the wider problem underlying the present Laker dispute. One would wish the governments concerned to take note of what Judge Wilkey said, instead of just waiting for something to turn up. If they do nothing, the extraterritoriality tangle will go from bad to worse.

* U.S. Court of Appeals, DC, Nos 83-1280 and 83-1281, unreported.
† U.S./UK agreement concerning air services, July 23, 1977.

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In passing the Race Relations Act 1976, Parliament empowered the CRE to draw up a Code of Practice for Employment, and the Code has been approved by Parliament. It came into force on 1 April 1984.

The Code recognises that some of its provisions may need to be adapted to particular circumstances but makes clear that any adaptation should be fully consistent with its general intentions.

In the words of the Introduction to the Code, it 'does not impose any legal obligations itself, nor is it an authoritative statement of the law—that can only be provided by the courts and tribunals. If, however, its recommendations are not observed this may result in breaches of the law where the act or omission falls within



any of the specific prohibitions of the Act. Moreover its provisions are admissible in evidence in any proceedings under the Race Relations Act before an Industrial

Tribunal and if any provision appears to the Tribunal to be relevant to a question arising in the proceedings it must be taken into account in determining that question.'

 'The fact is that racial discrimination and racial disadvantage are a daily reality for far too many black and brown people in this country. This is disgraceful, not least because it is by no means what is desired by the majority of the population of these islands. But the reality remains. It is a hard fact that ethnic minorities suffer disproportionately from unemployment; there is incontrovertible research evidence, to back up individual experience of discrimination in recruitment or selection.'

Rt. Hon. Leon Brittan, Home Secretary speaking in Bradford July 22, 1983

'Racial bias is bad business'.
Financial Times, October 5, 1981

'Our position on equal opportunity is quite clear. Equal opportunity is good for business. Aside from ethical/moral considerations—under utilising available talent is bad for business and bad for profits.'

Paul J. Roots, Industrial Relations Director Ford Motor Company Ltd
June 25, 1982

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Walsall Metropolitan Borough Council
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MANAGEMENT

LESS THAN two years ago just about everyone, including Wall Street, had given up on Data General. After a decade of spectacular growth the U.S. minicomputer manufacturer was foundering.

As sales growth sagged and profits tumbled the once high-flying Massachusetts corporation looked very much like the other high-tech companies which had failed to adapt to a rapidly changing market place. Data General, it seemed, had been unable to make the transformation from an entrepreneurial engineering-based concern into a mature market and product driven business.

Today, though, instead of being saddled with a narrow-based and out-of-date product line and suffering from serious management problems and doubtful financial prospects, the company is transformed. As a consequence of structural and policy changes it now has a full range of 32-bit super minicomputers in place, ageing and low margin 16-bit models.

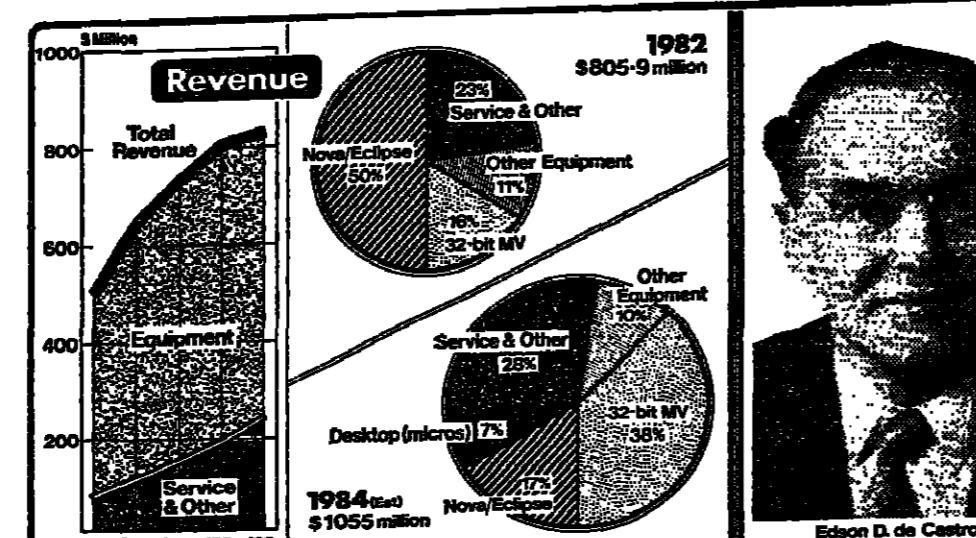
These have not only challenged the supremacy of Digital Equipment Corporation (DEC), but also provide the company with a significant price performance advantage, and one which is expected to remain for at least 12 months before DEC management challenges Data General's top of the line MV/10000. Further uncertainties may arise, however, with the launch by AT&T of a range of powerful minicomputers.

Other changes are also evident. In place of a sales-force described by Herbert Richman—one of the co-founders—in one magazine article as "a bunch of gorillas in the field" Data General has the beginnings of a highly trained salesforce able to sell a wide ranging spectrum of products to end users, as well as the still important original equipment manufacturers market. Equally important, the computer group is building the field engineering and service organisations to back up sales.

And on the overseas front a major television advertising campaign has been launched in Europe, starting in the UK. "Marketing is taking much higher priority in Europe," says Ray Fortune, vice president of the company's European operations.

The brighter prospects resulting from Data General's corporate reorganisation—which was spearheaded by the computer group's founder and president, Ed de Castro—are now recognised on Wall Street. Morgan Stanley's industry analyst, Ulrich Well, remarked last October that "among its peers Data General stands out as having its house in order."

As part of its strategy to broaden its product range, the company has introduced its



the processing power at the same cost or the same processing power at half the cost.

The second primary objective, says de Castro, is "steadily to broaden our product range"—a move which he sees as essential if the company is to retain and expand its end-user customer base, satisfy their requirements and remain a viable player in the information processing business.

The importance attached by Data General to its foreign sales is reflected in its investment in a major service centre near Frankfurt, which holds \$40m of space. But the company has also learned that an efficient field-engineering and service organisation can generate revenues as well as keeping customers happy. Last year service and other revenues produced 28 per cent of total revenues, up from 23 per cent in 1982.

Can Data General sustain the current momentum? Maybe. It does not pay a dividend but continues to invest 10 per cent of revenues in research and development. In addition the company will spend over \$80m this year on capital projects—including a large plant in a new manufacturing facility in Singapore.

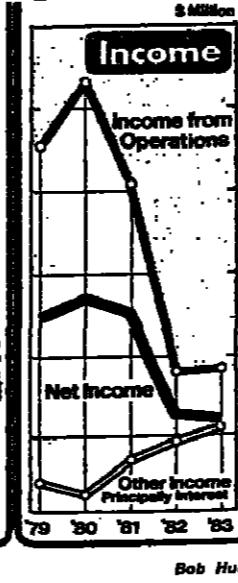
One crucial factor remains the performance of the U.S. economy itself. The U.S. remains Data General's primary market accounting for about 70 per cent of sales last year. With capital spending on the rise in the U.S. the company appears to be in a good position to take advantage of a boom in business spending.

Ed de Castro is naturally optimistic. He predicts growth of between 20 and 25 per cent a year from the revenue base of \$820m in 1982. "We have a strong economy and a strong product line," he says, "and we are looking for rapid growth."

He sees Data General's product line expanding further. In order to compete in market share, he believes a computer company must have "breadth of line," and that includes software. He predicts that 25 years from now 75 per cent of revenues will come from software.

In the short term the company's ability to deliver on its promises will depend upon its ability to adapt to its customer needs—and to avoid a repeat of its recent mistakes.

Data General makes no secret of its ambition to move up the information processing pecking order and eventually unseat DEC from the number two slot. But Ed de Castro also recognises that it takes more than a magic wand. "We are going head-to-head with Wang in the office market for the first time," he says—and that still leaves IBM.



Bob Hutchison

How Data General put its house in order

Paul Taylor reports on the U.S. computer maker's revived fortunes

desktop generation of computers—a sophisticated business-orientated system pitched at end users among Fortune 500 companies and priced "deliberately" above IBM's Personal Computer systems.

The desktop generation is seen by Data General as an essential complement to its series of superminis, "so we must be able to offer a full range of equipment," says one senior company executive—and also as the basis for its push into the highly competitive office automation business.

The desktop machines are compatible with the company's MV series, introduced in 1980 to compete with arch-rival Digital Equipment Corporation's 32-bit Vax-11/780, though now acknowledged by some executives to be a "stop gap" to stay alive "in a fast moving game."

These models can also run software for the now almost standard IBM Personal Computer, as well as Data General's own software, including its CEO. (comprehensive electronic office) integrated package. Last year these products helped the company win \$114m in new, and prestige, contracts

from E. F. Hutton, the Wall Street investment bank, and the U.S. forestry service.

Data General's near demise resulted from a classic case of failing to respond to changes in the market. The company, founded by de Castro and Richman in 1969, was running an easy market in the 1970s in selling general purpose computers to technically sophisticated users or original equipment manufacturers which re-packed its systems. During this period the Westborough-based computer maker grew at a compound rate of almost 58 per cent a year.

But things were changing. Data General had built the first general-purpose 16-bit microcomputer called the Nova, but when DEC, the second largest computer manufacturer in the world, brought out its significantly more powerful Vax-11/780, Data General was caught without a competitive produce. It took the company two-and-a-half years to catch up with its MV series and it was probably the shock this caused to the company's system that ultimately saved it.

Ed de Castro, asked what went wrong at Data General, says the company had aimed too high with its own development projects. He adds, with a degree of false modesty, that the major reorganisation which followed was needed because "I was not smart enough to keep track of what was going on."

What de Castro was forced to recognise is that he could no longer run a Fortune 500 company in an autocratic way and expect it to survive in a market place squeezed from the top by an increasingly aggressive IBM and from below by the "upstart" micro and minicomputer manufacturers, including such companies as Prime, Altos, Compaq, Vertech, Technologies and Apple.

He realised that he had to devolve responsibility and radically change the company's management structure, development process, product mix, and sales team.

To accomplish this de Castro set in train a process which led, over an extended transition period, to a "reborn" Data General built around a new management team, recruited in part from IBM and elsewhere within the industry.

Data General brought in more

than half a dozen ex-IBMer's installed with the computer giant's marketing drive and product and service know-how. They were installed in key management positions in a re-organised product-orientated and devolved management structure.

Among them were Robert Miller, the now senior vice president of business groups in charge of the company's three new product divisions—technical products, information systems and desktop systems—and Frank Silkman, a 24-year-old IBM veteran who was recruited to build the now rapidly expanding worldwide field engineering division which today employs 2,100.

Perhaps equally important Data General and de Castro established two clear strategic objectives.

The first, which Data General veterans like Tom West, vice president in the systems development division says has "instilled cost-consciousness" and market orientation into the development process from the earliest stages, is that new products should meet one of two criteria. They must either offer double

Gencor 
General Mining Union Corporation Limited
(Incorporated in the Republic of South Africa)

One of the world's major mining and industrial groups

Highlights from the 1983 Annual Report and Chairman's Statement

Major Changes

* The Group's base metal and minerals interests have been substantially increased through a major investment in S.A. Manganese Ancor (Samancor).

* A strategic investment has been made in the television, electronics, electrical appliances and furniture field by the acquisition of a controlling stake in Television and Electrical Holdings (Tedelex).

* The range of Kohler's packaging activities has been strengthened by the purchase of Xactics and the South African interests of DRG (UK).

New Developments

* The Group's newest gold mine—Beatrix—was brought to the production stage at the end of 1983.

* Exploration is continuing in South Africa, Australia and Brazil; evaluation is proceeding in the Eendracht/Leandra area adjoining the Evander gold mines.

* Detailed design work is in hand for the Sao Bento Brazilian gold project. The plans are well advanced for a new Trans-Natal antarctite mine in KwaZulu.

* The Sappi expansion project is on schedule: the newsprint phase was commissioned in September 1983.

Capital Structure

To enable the Group to maintain the momentum of its growth, the capital base is to be strengthened by way of a rights issue.

Management Structure

The main operating divisions are in future to have greater independence and autonomy with the respective Executive Directors, Mr. J. C. Fritz (Mining), Messrs G. Clark and B. Landau (Industries), Mr. T. L. de Beer (Finance) and Mr. H. A. Smith (Investments and Administration), becoming directly responsible to the Gencor board for their areas of authority.

Mr. E. Pavitt is to continue as Non-executive Chairman after he relinquishes executive responsibilities in August 1984.

Copies of the Annual Report, including the Chairman's full statement, may be obtained from the London Secretaries, Gencor (UK) Limited, 30 Ely Place, London EC1N 6UA.

Prospects

The Group remains confident of the long-term future of gold and views as a distinct possibility some recovery in the gold price during 1984 accompanied by a strengthening of the rand. The overall effect on the gold sector is to be substantial.

There are promising first signs of improved export demand and firmer prices in other mineral sectors but any strengthening of the rand will inhibit improving profitability.

The far-reaching repercussions of the continuing drought, among other factors, make it likely that 1984 will be another difficult business year with the prospect of little more than a maintenance of the level of earnings.

Year ending 31st December

	1983	1982	
	(R millions)	(R millions)	
Group income before taxation	482.9	378.6	
Group income after taxation	399.2	331.5	
Attributable earnings	305.4	267.4	
Dividend per share (cents)	190	175	
Earnings per share (cents)	382	335	

Contributions to Group earnings

	cents per		
	Gencor share	Change	Cents
	1983	1982	Cents
Gold and uranium	116	96	+20
Platinum	29	26	+3
Coal	29	31	-2
Base metals and minerals	10	15	-5
Commerce and industries	147	119	+28
Financial	67	48	+19
	398	335	+63

Realisation of investments 5 19 -14
Exploration costs (21) (19) -2
Earnings per share 382 335 +47

Sheffield and District

TRADE EXHIBITION

Wednesday, 4th April and Thursday, 5th April, 1984



Sheffield City Council is organising a major exhibition of industrial products from 3rd-5th April. Over 50 leading firms in the Sheffield area will be displaying high-quality steel-related and engineering products.

The exhibition has been prepared to coincide with the visit to Sheffield of an important civic and trade delegation from the People's Republic of China. The City of Sheffield recently made a town-twinning visit to Anshan (the major steel-making centre in North East China) and signed a declaration for mutual trade and technology transfer. The Lord Mayors of Sheffield and Anshan will open the exhibition on Tuesday, 3rd April, for a private viewing by the Chinese industrialists and invited guests.

Interested bodies are therefore invited to visit the exhibition on Wednesday 4th April and/or Thursday, 5th April between 1000 hours and 1700 hours. The exhibition (which will be well signposted) is at the premises of W.E. Norton (Machine Tools), Orgreave Drive, Dore House, Industrial Estate, Handsworth, Sheffield 13.

Further information about the exhibitors, their products, and other practical details can be obtained from:

Mr Fred Swinden, Industrial Development Officer, Employment Department, Palatine Chambers, Pinstone Street, Sheffield S1 2HN. Telephone: (0742) 755215 (24 hour answering service).

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Steps on Japan's corporate ladder

IN JAPAN it is not so much whether you went to university but which one that is the important factor in the climb up the corporate ladder. This emerges from a survey of leading companies listed on the Tokyo Stock Exchange. An article in Sumitomo Quarterly reveals that of 1,772 presidents (this title in Japan is equivalent to corporate chief executive in the West) 75.5 per cent were university graduates. And of these 1,338 presidents, 68 per cent graduated from state-supported universities, notably Tokyo University (394) and Kyoto University (214).

Of some 30,000 directors, 64.9 per cent were graduates and of these 66 per cent were alumni of state-supported universities. The survey, by Toyo Keizai Shimposha, also revealed that more than half of the presidents were over 60, while directors were mainly in their 50s.

Sumitomo Quarterly says that another survey—by Teloko Data Bank—of 58,000 small and medium-sized companies reveals that 25 per cent of these were headed by presidents who graduated from Nihon University (2.2m); the highest was an enormous \$2.89m (412.8m) for Shokichi Uehara (since deceased), honorary chairman of Taiho Pharmaceutical Company.

As for hobbies, the Toyo Keizai Shimposha survey indicated that one in three presidents of top corporations plays golf. The next most popular hobby is reading, the game of go, listening to music and sports other than golf. However, since most Japanese corporate directors work so hard at between 6 pm and midnight—indeed they are often criticised as being "economic animals"—it transpires that 36 per cent "hardly ever" engage in sports (including golf), 44 per cent only "sometimes," and just 21 per cent "quite frequently."

ROUTINE OF PRESIDENTS OF SMALLER JAPANESE COMPANIES					

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FINANCIAL TIMES SURVEY

Monday April 2, 1984

British companies are believed to have spent about £100m last year with public relations consultancies whose fees received have trebled in three years. The recession has even resulted in a mini boom for PR services

By DAVID CHURCHILL
Consumer Affairs Correspondent

THE PUBLIC RELATIONS business in Britain is booming. While everyone — including many of those in the PR world themselves — had expected the recession to take its toll, the position is exactly the reverse. The public relations consultancy business is, admittedly, still in its infancy — about the position the advertising agency sector had reached in the mid-60s — but it is catching up with the advertising fast.

Tony Good, chairman of the Good Relations Group, which is the forum for PR consultancies — it published its annual results last week — suggests that "the gap between us and advertising agencies is closing almost every day." He believes the top PR consultancies are now perceived by the City and major companies "in the same light as the leading advertising agencies."

The old "sin and tonic" image of public relations, therefore, has now been largely shrugged off. Public relations consultancies are becoming increasingly fond of their professionalism and their cost-effective approach. British companies are estimated to have spent about £100m with public relations consultancies last year while the actual fees received by consultancies have trebled in three years to reach more than £25m. The Public Relations Consultants' Association has also seen its membership grow, from 98 in 1981 to 104 at present.

£1m a year

"The PR business has never had it so good," says Bruce Clark of Communications Strategy. Six-figure PR budgets are no longer the rarity they once were. The top dozen PR consultancies are estimated to have notched up fee incomes of more than £1m last year.

Why is public relations doing so well, when in the last recession it suffered so badly? There

are probably as many reasons advanced for this state of affairs as there are PRs, but most include:

- Last time round, companies cut advertising and public relations spending and lost market share. So during the current recession, spending to support brands has remained strong.

"Tougher competition has meant increased marketing," says Reginald Watts of Burson-Marsteller, "and the cost effectiveness of PR has become increasingly clear."

- Other media costs, especially those of television advertising, have risen sharply. Companies are discovering that public relations can provide a more effective programme for communicating a message at a cheaper cost than advertising," says Ann Wright of Welbeck.

- The growth in available media — such as Channel Four and two breakfast television programmes — is boosting public relations. "The fragmentation of the media gives public relations consultancies more opportunities to get their message across to a specialist audience — and that makes us more cost effective," says Adele Biss of Biss Lancaster.

- The structural changes in manufacturing industry during the recession have also boosted the use of PR. As companies have had to close down plants and pull out of markets, so they have turned to PR to help get their reasons across to employees and the public," says Terence Franklin of Hill and Knowlton. "Similarly, as new businesses have sprung up, there is a need for PR to make people aware of them."

- New businesses that have turned to PR for the first time include the financial services sector. "The rapid changes in the financial services industry, both in the UK and internationally, are providing financial public relations consultancies with the biggest challenge and opportunity they have had since the secondary banking boom in the early 70s," says Roddy Dewe of Dewe Eagerson.

- The spate of contested merger bids in recent years and the growing popularity of company launches on the United

Public Relations



Securities Market has also given PR consultancies that specialise in this area a major boost.

• The impact of EEC and Westminster legislation on how a company operates is gradually gaining recognition. The interface between industry, commerce and government has become much closer, but still too many industries are only walking up to a problem when they've already got one," says Douglas Smith of Political Research and Communications International.

• Other growing areas of public relations activity include the travel business. "Many small to middle range travel companies who in the past may have considered PR beyond their budget are now talking to us," says Jim Dunn of Travel Press Service. He also points out that with the growth of the home video market and the "rebirth" of the British film industry, "our expansion into the field of entertainment PR two years ago after a slow start is beginning to pay off."

• The end of the recession is helping those agencies with a number of consumer goods clients. "We've noticed a turn up in this type of business," says Ann Wright of Welbeck. "There are a lot of lapsed consumer goods companies coming back into PR," adds Adele Biss of Biss Lancaster.

With such a plethora of reasons for good business, it is small wonder that most public relations consultancies are becoming bullish about the future. But, as Tony Good of Good Relations points out, the

biggest threat to the boom is timing. "The timing is for companies to receive below standard public relations advice. "There is great difficulty in getting the right type of talent from within the business," he says. "The industry will have to recruit from senior management in major organisations and with other professional skills."

Reggie Watts agrees that the "big problem is how to meet the growing demand for public relations services."

Burson-Marsteller, like a number of large agencies, is busily re-

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they argue, so why not PR professionals.

Another concern is the rising cost of pricing for accounts: some consultancies, like advertising agencies, are now refusing to pitch for accounts but prefer instead to let their clients speak for themselves.

Others are seeking rejection fees although these, ranging from £500 to £5,000, rarely cover an agency's investment in the pitch.

Even though PR in the UK still has plenty of scope for organic growth — more than half the marketing directors contacted in the Paragon survey felt that PR would gain in importance in the future — the industry is already casting eager eyes on Europe and elsewhere.

More than one consultancy has its expansion targets set on acquisition of a continental PR consultancy, while the PRCA is determined to establish a European association of consultancy groups.

Grand ambitions perhaps, for an industry which is still establishing itself in the UK, but the buoyancy and optimism in the PR business at present is hard to deny.

THE QUESTOR COLUMN

Tilling holders should vote BTR

A COUPLE of weeks ago, this column played the BTR "game" — if "game" is the right word — in a market rating of 3i, which would have made it a success.

Then the company made its move, have focused attention Wall Street Journal has been drawn back in April it squarely on industrial holding for less than feared and its price was 425p. It is now groups, particularly those set to be lower at 400p despite being on a substantial discount and circulation growth in the United States.

By Tom Ky

A higher profile for expanding 3i

For a body which has £2 billion invested in British companies of every size, Investors in Industry needed remarkably keening

Fisons first major U.S. acquisition

Fisons, the UK group which had CMS borrowings of about \$220m a year by Mr. Wallace. The deal boosts Fisons' scien-

HOME NEWS

BA 'is poised for take-off into private sector'

By STUART TROTTER

BRITISH Airways was yes-

terday "poised on the rail-

way for take-off into the

private sector," in the

words of Transport Minis-

ter Mr. Michael

will depend on the airline's financial position, the state of the stock market and the general prospects for the airline industry.

The Government

expected to try to do

more to encourage

private sector compa-

Accept BAT offer, says Eagle Star

By Ben Laurence, Business Correspondent

Michael Page's move to the USM

Rapid expansion into financial appointments

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Shandwick

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PUBLIC RELATIONS II

Financial Times Monday April 2 1984

Antony Thorncroft looks at the reasons for the shift from in-house PR to consultancies

Broader range of experience pays off

THE GROWTH in public relations in recent years has been quite remarkable. Its activities might have started at a very low base, and there are still many large companies who are suspicious of its contribution, but the overall trend is to employ PR, and, increasingly, to employ an outside PR consultancy.

One of the most significant developments in the industry in the past decade has been the shift from operating in-house PR departments to relying on a consultancy, and the trend is continuing.

Marie Jones, of the Public Relations Consultants Association, reports that the annual fee income of its members has grown from under £8m to £25m in the past four years. Lindy Paine, who runs the PR Register, which offers companies seeking a PR consultancy an insight into the 60 firms, reports that this service has been a runaway success with new enquiries a week and major corporations showing an interest in outside PR.

PR is now being taken seriously, and with this encouragement it has developed a wider range of services. Press cuttings are a minor activity, and the emphasis now is on marketing, internal PR, corporate relations and political advice.

This broader range of experience is outside the competence of most internal PR departments. In effect what has happened is that companies have tended to reduce their own PR personnel to a fairly senior corporate affairs manager, an assistant, and secretaries, and bought in from outside consultancies; and not just one—perhaps three or four, each offering a service in a specialist PR field.

The recession has played its part, encouraging companies to reduce their work force and also popularising the idea of using experts for specific exercises when they are needed rather than maintaining full-time departments which will inevitably be sometimes under-employed. It is cheaper to buy outside PR, if necessary on an ad hoc basis.

But it is not price which has favoured the PR consultancies. Prosperity has enabled them to offer high salaries to young bright graduates (in part to overcome the mixed reputation of the business) and thus to recruit the intellectual capacity of PR.

Working for a consultancy provides a wide range of experience of clients' problems and encourages the development of a bag of skills. Clients are starting to trust the professionalism

Advantage

There might also be an element of "me too" about the process, a copying of competitive but, in the main, at relatively little cost (compared, that is, to advertising). PR advice can reassure a client.

Another advantage of the consultancies is that they can work on an ad hoc basis, helping out on a Press conference, or the launch of a new brand, or during a particular problem period for a company—like fielding both internal and external enquiries during a spate of redundancies.

The ideal solution is a high-level internal PR who liaises with a group of PR companies all providing services in various fields, from parliamentary brief-

ings to conventional PR support for the marketing effort.

This is the experience of a company like Reed International. The head of communications, Barry Powell-Jones, might be using up to 20 PR consultancies (some of them one-man specialists) at any one time, most dealing with its in-house PRs set through the internal marketing director and a PR executive of a consultancy.

The industry is still fairly small, and very young, and there is scarcely a norm in client consultancy relations. The chief executive of a large PR company points out that a half of her new clients have never used a PR consultancy before.

But the surprisingly high salaries commanded by public relations executives is a reflection of the higher status accorded them by business. For some it has brought the confidence to offer a complete service.

Carole Deighton, managing director of Munro Deighton, finds her company, taking over the entire PR function, answering directly to the chief executive of a client. Anyone acting as a go-between, even an experienced public affairs manager, is in danger of communicating just one point of view, perhaps just the marketing stance.

In her opinion the marketing director remains the best channel, supplemented by monthly contact with the chief executive.

Public relations covers many sins. At one level it is still—despite the protestations of the large consultancies—Press cuttings; at the highest, a handful of PR executives are listened to by the board. Most companies see the advantage of an outside voice and like the extra gain of employing consultancies to look after specific assignments, dealt with on a day-to-day basis, by a high-ranking internal executive. The future may lie with the consultancies, but linked to a board level PR contact.

CASE HISTORY: STRAND PR/ARA SERVICES

The Olympics link proves fruitful

THE OLYMPIC GAMES will obviously be one of the most important global events of the year. It must have a public relations pay off. Strand PR has found one.

In fact it was handed a link because one of its clients, ARA, which claims a \$3bn turnover as the largest management services company in the world, is providing food and transportation for the 12,000 athletes in Los Angeles. It will serve a million meals in a fortnight.

ARA UK aims to expand its market share through its parent company's involvement, and Strand has come up with a programme of events. There is the problem that Olympic athletes must be seen to be amateur and so they cannot be individual sponsors, but ARA has launched the idea that companies where ARA provides the catering should feed local potential Olympic participants.

So every day shot putter Mike Winch and discus thrower Judy Oakes go to The Times for lunch, while others visit British Gas, Ben Truman and more. The concentration is on the heavy weight athletes who consume up to 8,000 calories a day.

When 13 of them were training in Bedfordshire recently local ARA customer Barclaycard arranged for lunch boxes to be delivered. Anglia TV and six local papers covered the story. The cost to the company was just £23.

Adopting an athlete appeals to clients and also to the client's workforce, who are made aware that ARA is providing its catering facilities. The sponsorship of the athletes, training sessions widens the opportunities for publicity, especially as the lunch boxes are packed close to the type that the athletes will receive in Los Angeles.

Emphasis on diet

The whole programme was launched at a Wembley Press conference (the stadium is another client) under the Olympic flame of the 1948 Games. The emphasis was put on the diet that heavyweight athletes require, and approach attracted extensive TV and radio coverage.

ARA has five target audiences—potential customers, existing customers, its own staff, potential

customers, its own staff, potential

A.T.



The three athletes (right to left) shot-putter Mike Winch, shot-putter Judy Oakes and hammer-thrower Martin Girvan ready to make a meal of the 8,000 calories worth of food on the table which illustrates the daily consumption of an athlete at the heavier end of the scale at the 1984 Olympics. ARA will be feeding and transporting the Olympics at the summer games in Los Angeles

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Among our clients are operating divisions of BASF, Data General, DRG, Sun Oil, TI and Zenith Electronics.

MPR

Guide to choosing a consultancy

CHOOSING a public relations consultancy is no easy task, as many companies have found to their cost. Not surprisingly, given these difficulties, companies often turn to traditional areas of support such as advertising agencies which generally have an associated public relations consultancy to handle the business.

But as public relations comes increasingly to be recognised as a management and marketing function in its own right, then the need for more careful selection of a consultancy is obvious.

In addition, the growth of new areas—such as technical and financial public relations—is exposing many companies to public relations for the first time.

The problem is that even the largest of public relations agencies in the UK are quite small businesses in terms of the number of employees involved.

The smaller consultancies, therefore, are literally very small—sometimes employing

only one or two people—and aging partner of Biss Lancaster, says "we have been delighted with the response from the register, which is now a prime consultancy source of serious business inquiries." She adds that "the conversion rate of new business has been exceptionally high and the PR register is definitely fulfilling a long overdue industry need."

Stepping neatly into this market gap is the Public Relations Register, an offshoot of the long-established advertising agency register used by companies to find agencies for their campaigns.

The PR register was formed, according to managing director Lindy Payne, to help companies and consultancies "without going through the long, tedious, often embarrassing and difficult process of approaching each one individually."

For a fee of £100 companies get a confidential dossier on each consultancy and view up to 10 video presentations outlining how each consultancy has developed three particular public relations campaigns. The company can then draw up a short list—with the help of the register's staff—and make direct contact with each.

Quality varies

The quality and content of the video offerings varies considerably—which is usually what happens when consultancies make formal pitches in person. However, by looking at presentations on video companies can save time by eliminating those consultancies not offering the type of service they seek.

M.C. Allen, general manager of the Covent Garden market authority, says "We provided the register with a brief of our requirements and from this we were able to view suitable candidates, enabling us to list a number of PR consultancies."

He adds that "the use of the register considerably facilitated the onerous and time-consuming task of arriving at a final short list of suitable companies and the fee charged was, in our view, money well spent."

What do consultancies think of the service? Adele Biss, man-

attention you would give to choosing an advertising agency, pitching for a large advertising budget. Do not delegate it to a junior manager to sort out.

5—"Don't be impressed by over-glossy presentations," says Jim Dunn, managing director of TPS Public Relations. "Ignore the bulk and make your judgments on the people, not the paper," he adds. At the same time check carefully you will actually handle your work and whether or not you can work with them.

6—"If you like the people and ideas of one particular consultancy, discuss your public relations programme with them in as much detail as possible as well as the size of budget."

"Many prospective clients are reluctant or unable to indicate budgets for public relations, although they would not hesitate to name a figure for advertising," points out Bruce Clark of Communications strategy.

7—"The actual presentation of proposals will be the catalyst of innovative work and research, blending basic techniques with creative ideas. However, do not judge the presentation solely on its creative content, since in the course of conducting further research the consultancy may want to develop the programme further and even modify its objectives prior to implementation."

8—"To help with your selection, talk to journalists who specialise in your industry and quiz them on what PR consultancies perform well in their opinion. Also, ask to talk to consultancies' other clients in order to get a feel for their performance."

Finally, the PRCA offers some advice to companies in how to maintain a relationship with a consultancy. "Your consultancy will be staffed by professionals," it says. "You have retained them to do a job and while PR is by its very nature flexible, do not let your consultancy be an odd-job outfit, expected to interrupt important work on your behalf in order to send flowers to your daughter or find Cup Final tickets at the drop of a hat."

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29—"The PRCA offers some advice

PUBLIC RELATIONS III

Growth in corporate and financial sector

STOCKBROKERS. merchant banks and other City institutions have not been alone in enjoying the fruits of a rising tempo in company takeovers, share flotations and other developments like the Government's privatisation of various bits of nationalised industry.

Corporate and financial public relations has also been a major beneficiary. The more established consultancies have grown much bigger, some newer ones have established niches which are proving substantial and there has been a proliferation of "one man bands."

Along the way corporate and financial PR, perhaps more than any branch of PR, has gained a degree of acceptability and respectability exemplified, not least, in the astonishingly high share ratings enjoyed by Good Relations on the Stock Market and, most recently, Valin Pollen on the Unlisted Securities Market.

In the process, also, differing views on the role of financial and corporate PR have become more defined — ranging from those who believe it can assume an advisory role in company boardrooms, a part with merchant banks to those who argue that, though it may be in the boardrooms that PR policy is finally decided, its function is basically to improve communication.

The broadening of the base of PR activity, now taking in parliamentary PR, design and the more traditional advertising function, has prompted restructurings; witness the re-emergence of the PR and advertising activities of the Charles Barker Group under the one banner of Charles Barker City after many years apart. Others, like the previously low-profile Streets Financial, have begun to adopt a more aggressive profile as the more audacious youngsters, like Valin Pollen — regarded by some as still essentially an advertising agency with financial and corporate PR thrown in — grab the headlines in what has become a much more open and competitive world.

Undoubtedly, the competition for business is greater than just a few short years ago. Tactful alliances between consultancies and stockbrokers and merchant banks, for example, are no longer the bond they

More awareness

This, according to Alastair Campbell-Harris of Streets, is partly a reflection of the growing awareness of companies of PR. Instead of leaving choice of PR to their advisers, they more frequently make their own choice. None the less, he feels it is a beneficial stimulant and good for the industry's development as a whole.

Maureen Smith, group managing director of Good Relations, suggests that corporate and financial PR is expanding "because business has a growing need to communicate." A spate of legislation in the 1970s, the increasing power and speed of mass communication and other factors have combined to put pressure on companies to explain themselves to Parliament, consumers, pressure groups and others, she says.

Richard Pollen at Valin Pollen concurs with this view and adds that "management also sees the need for PR as a means of helping them achieve their management objectives."

Alastair Campbell-Harris says: "I see financial and corporate PR as fundamentally two separate activities." One, communicating from the City with takeover bids, new issues and the like; and, two, communicating from the City the services on offer (unit trusts, life assurance, pensions, merchant banking, stockbroking and so on).

Mr Campbell-Harris also believes that deregulation in the City and the breaking down of traditional barriers between, say, the banks and building societies, will precipitate a rush of new money into building and new investment mediums — and that financial and corporate PR will again be beneficial.

Certainly the strength of the City and its institutions in recent years has been exploited by the likes of Grandfield Rock Collins, a youngster of an agency which has grown fast by specialising in institutional clients.

Whereas financial PR was once primarily the business of

once were. So takeover or new business which might once have automatically been handled by a PR consultancy close to a particular merchant bank is now frequently up for competitive tender — the "beauty contest" as it is known.

Keith Payne, deputy chairman of Charles Barker City, sees the need for a broader range of resources to achieve this. "There is," he says, "now a much greater call for planning, research and testing of the water before proposals are presented to a company."

If the base of corporate and financial PR is broadening, so is the range of people being attracted to the industry. Today, instead of a mix of ex-advertising people and ex-journalists most consultancies can sport anything from chartered accountants to lawyers, analysts, chemists and engineers.

Despite the many similarities between agencies, all endeavour to highlight their differences. Valin Pollen sees its strength in having its directors responsible for all activities when dealing with clients; Good Relations, in contrast, splits activities among sub-divisions, each with its own senior director.

Taking a different view on structure, among the biggest PR agencies is Sandwick, the only one among the top three or four which has to date shunned advertising. Peter Gummer, Sandwick's chairman, reckons that for most of his competitors advertising has been a "bolt on" activity.

Instead, he reckons development beyond PR should be on a "supermarket" basis — that is a very broad range of activity which includes not only advertising but design, market research, direct mail and other related services.

And if this critical assessment were not enough, Mr Gummer will also not endear himself to his competitors with the view that PR firms are not suited to going public — such a route deflects senior management from what it does best, he argues — and that the two which have gone public are unrealistically priced.

So, in the period it is the task of Ogilvy & Mather to counter public fears and ignorance about nuclear waste disposal. It is, since November 1982, the PR company has attempted to ensure that the NIREX case is given a fair hearing. It does not deal directly with the press: NIREX has its own department for this and agrees that it would

Nicholas Leslie



The outcome of a successful campaign. The duty free area at Gatwick Airport, no longer under threat

CASE HISTORY: POLITICAL RESEARCH & COMMUNICATIONS/BAA

The battle for duty free goods

POLITICAL public relations is one of the fastest growing sectors in the industry. Although, in theory, the Government is pledged to get off the back of business, in practice, every year many companies find their profits undermined by new legislation, or the threat of new legislation. In the background is the EEC with its propensity to meddle.

It was the EEC which gave the British Airports Authority a terrible fright when, it seemed as if it might legislate against duty free goods: duty free transactions inside the EEC generate £20m in revenue each year to the BAA, and losing this income would have proved disastrous.

So when the threat suddenly emerged the BAA

arranged meetings with the relevant Commissioner, Mr Christopher Tugendhat. But as well as these obvious forms of communications it widened the scope of the protest, drawing in on the side of the BAA all those airlines and airports across the EEC who would be affected by the loss of this business.

Euro MPs who had parts in their constituency, or manufacturers of perfumes or confectionery sold at duty free shops, were approached and persuaded to raise the issue in the European Parliament. By the end there were 7,000 on the mailing list.

Threat removed

As in UK lobbying, the company believes in pinpointing the relevant Euro-MPs rather than approaching the lot. It also had the matter raised in the House of Commons and got a written reply from the Prime Minister supporting duty free.

What the campaign wanted was a re-drafting of the existing law, which was ambiguous and a clear affirmation of the status of duty free. The success of the drive not only removed a threat but also entrenched the change in legislation.

Of course the press was also brought in, making the point that the 116 people who flew between the UK and the EEC each year would be affected. This overall implication was that, with EEC elections coming up, and the Community not too popular, anything which directly affected the pockets of the most influential group in the Community would be a disaster for its future.

This year the enigmatic legislation has been re-drafted and duty free has been saved. The cost to the BAA in consultancy fees was above £30,000, a very small price to pay against future profits.

A.T.

CASE HISTORY: OGILVY & MATHER/NIREX

Frank talk on nuclear waste

OGILVY & MATHER Public Relations handles what must be one of the trickiest consultancy accounts in the UK. Its client is NIREX, the Government-appointed Nuclear Industry Radioactive Waste Executive whose task is to find sites in the UK for the disposal of nuclear waste and to win over the local population to the endeavour.

Apart from the challenge, it is a large account — around £250,000 was spent last year, and the fee income is considerable. It also should provide longevity — it will take at least five years before the waste is disposed of. One of the first selected sites near Billingham in the north and Bedford in the south.

During this period it is the task of Ogilvy & Mather to counter public fears and ignorance about nuclear waste disposal.

So, since November 1982, the PR company has attempted to ensure that the NIREX case is given a fair hearing. It does not deal directly with the press: NIREX has its own department for this and agrees that it would

look bad if it did not speak for itself in this area.

Ogilvy & Mather has concentrated on Billingham and Bedford, producing both a newspaper, modelled on the popular tabloids, which has been delivered to every household, and a film for showing at public meetings in halls and community centres.

Communicating

As in most PR the consultancy started by commissioning research to convince its client just how ignorant people were about nuclear waste disposal and how off-putting was the industry's technical approach to public relations. Everything now is concentrated on communicating with the public on easy terms: a short cartoon is the latest completed PR tool.

About 70 per cent of Ogilvy & Mather's work is at the local level. Nationally it is attempting to influence opinion formers, in particular MPs and local authority planning bodies. It

has also (unusually for a PR firm) commissioned advertising

initially a local Press campaign but with plans for national advertising. In six months' time more research will be undertaken to measure any shift in attitudes on the topic.

By being open and frank Ogilvy & Mather believes that it is starting to wear down its opponents. It does not believe it is worth entering into arguments with committed environmentalist groups like Friends of the Earth, but it knows that there are still major battles ahead, with powerful interested groups, like the trade unions, and with public opinion at large when the local planning inquiries start at the selected sites.

It is training NIREX executives in media communication, and the biggest battle will be to win over the support of the man in the street in Billingham and Bedford.

Antony Thorncroft

Companies and Billings

The following is an alphabetical guide to members of the Public Relations Consultants Association

Company	Base	Billings					
		1 up to £50,000	2 £50,000-£100,000	3 £100,000-£250,000	4 £250,000-£500,000	5 £500,000-£1m	6 over £1m
Alexander Comms.	Stockport	●	●	●	●	●	●
Balden Barron Smith	London	●	●	●	●	●	●
Alan Bailey Studios	London	●	●	●	●	●	●
Charles Barker Lyons	London	●	●	●	●	●	●
Bendy Simpson Partnership	Stockport	●	●	●	●	●	●
Thomas E Bergman & Partners	Newcastle-upon-Tyne	●	●	●	●	●	●
Bergman-Poe	London	●	●	●	●	●	●
Rosamunde Bern Associates	London	●	●	●	●	●	●
Stephen T R Bird Associates	Reading	●	●	●	●	●	●
Biss, Lancaster	London	●	●	●	●	●	●
Bordin Comms. Group	York	●	●	●	●	●	●
John Bretton Financial PR	London	●	●	●	●	●	●
Brooker & Gordon Partnership	London	●	●	●	●	●	●
Broadfield Comms.	London	●	●	●	●	●	●
Sylvan Jackson & Associates	London	●	●	●	●	●	●
Burton-Marsell	London	●	●	●	●	●	●
Carl Eyrer & Associates	London	●	●	●	●	●	●
CPR	London	●	●	●	●	●	●
Chairman PR Communications for Industry	London	●	●	●	●	●	●
Communications Strategy Ltd	London	●	●	●	●	●	●
Countrywide Communications	Banbury	●	●	●	●	●	●
Crawford Brickman	London	●	●	●	●	●	●
AFL Design Prinshp.	London	●	●	●	●	●	●
Rosetta Debrow	London	●	●	●	●	●	●
Dewe Rogerson & Associates	London	●	●	●	●	●	●
Edwin Evans Communications	Brighton	●	●	●	●	●	●
Errol PR	London	●	●	●	●	●	●
Richard Frost PR	London	●	●	●	●	●	●
Galtzine & Poole	London	●	●	●	●	●	●
Gandal Comms. Consortium	Edinburgh	●	●	●	●	●	●
Gavin Spreddy Williams	London	●	●	●	●	●	●
Good Relations	London	●	●	●	●	●	●
Granard Comms.	London	●	●	●	●	●	●
Grandfield Rock Collins Financial	London	●	●	●	●	●	●
HJH PR	London	●	●	●	●	●	●
HQO (PR)	London	●	●	●	●	●	●
Harcourt PR	London	●	●	●	●	●	●
Roger Haywood Associates	Norwich	●	●	●	●	●	●
Hill & Knowlton (UK)	London	●	●	●	●	●	●
Horsfall Comms. Identity Campaigns	Harrogate	●	●	●	●	●	●
Industrial Comms.	London	●	●	●	●	●	●
Industrial & Technical Publicity	London	●	●	●	●	●	●
InfoPress	London	●	●	●	●	●	●
Ingram PR	London	●	●	●	●	●	●

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PUBLIC RELATIONS IV

David Churchill reports on the campaign for higher professional status

Goal of better image and standards

MAKING THE public relations profession into a real profession is probably the linking factor between the industry's two main professional bodies—the Public Relations Consultants Association and the Institute of Public Relations.

Both have as one of their aims the raising of standards all round in an industry which is still growing rapidly and, therefore, potentially open to the slipping of standards which could do irreparable long-term harm.

Fortunately, some of the rivalry between the two bodies—which was apparent a few years ago—has now been eliminated and there is a closer liaison and understanding of their separate roles in the developing PR world.

The Institute is the older of the two bodies, since it was formed in 1951 with the aim of promoting "the development, recognition and understanding of public relations" and to "establish and prescribe standards of professional and ethical conduct."

In recent years, however, the relevance and usefulness of the Institute sometimes seemed in doubt: it had seemed to veer away from undertaking its essential responsibilities as a professional body and as a result had lost much of its authority, standing and recognition.

But in the last two and a half years the Institute has been re-organized and restructured leading to many changes in attitude and commitment. "The success that has been

achieved has been accomplished largely because there has been a continuity of strategy between one institute presidency and the next, which has enabled work started in one year to be carried on and developed further in the second year," says Peter Smith, this year's institute president.

Mr Smith, however, sees the major goal ahead of the Institute as being the granting of chartered status as a professional body.

"This would underline the seriousness with which we are approaching both the fostering of high professional standards of public relations practice and the seeking of recognition by industry, government and other institutes of the true role and value of public relations," he says.

One of the steps towards achieving chartered status is the raising of standards and last October the Institute's council approved a new education committee. "Public relations education has been a frequently berated, sadly neglected, constitutional responsibility of the Institute for too long," says Carol Friend, chairman of the Institute's educational committee.

High flyers

"We have only ourselves to blame if today's high flyers choose an ever-wider path than public relations. It will be because we have simply not invested the time and effort our expertise to professional education and training, so vital for

the development of public relations practice and tomorrow's practitioners."

Alan Butler, chairman of the PRCA's consultancy management committee, also stresses another aspect of attracting talent and improving standards.

"If we are to continue to develop and improve our services, we must be able to attract and retain the best talent. This means high salaries, which must be financed by high profitability arising from better management."

The PRCA was formed in 1969 and now has some 104 members, representing by far the majority of the established public relations consultancies. The association also has 14 overseas associate members.

Members must comply with a code of practice which defines the qualifications and obligations of a public relations consultancy and its relations with its clients. A disciplinary committee handles any breaches of the code.

The association is governed by a board of management under a chairman serving a two-year term. The board comprises 15 members from both large and small consultancies.

Executive decisions are taken by the steering committee, which meets every two months. There are special committees concerned with professional practices, consultancy management, membership, education and training.

Two new groups, creative and industrial and technical, have recently been formed. "The association endeavours

to help the potential client and its member consultancies in client education in many ways," says Marie Jennings, the association's secretary.

"For example, a new consultancy/client agreement, registered at the Office of Fair Trading, helps consultancy and client to arrive at the right financial and other contractual terms," she says.

Comprehensive

The association also publishes jointly with the Financial Times a Year Book, which provides a comprehensive list of consultancies and client portfolios. Association literature includes a range of guidance papers on subjects as diverse as lobbying in Europe and planning a royal visit.

Reginald Watts, immediate past chairman of the association, points out that the association is concentrating on three main areas: "The explanation of the cost/benefit equation to the business world as a whole; the raising of standards of entry so that we can meet the higher demands made of us by our clients; and the giving of assistance to consultancy staff in how to improve the quality of their management."

Peter Smith, this year's PRCA chairman, believes there are two other goals the association should aim to achieve in the next few years. One is a European association of consultancy groups to discuss issues that they have in common and the other aim is to develop an education programme for new

recruits into public relations consultancies.

Not everyone in the PR world, however, believes that the industry should get too embroiled with the desire to become a true profession. "Certainly, we must all strive to become more professional," says Terence Franklin, managing director of Hall and Knowlton in the UK, "but we must maintain some credibility."

"We cannot hope to match the professions like medicine and the law—but we are already attracting that sort of professional into our business and that must be good in the long-term."

Some statistical support for the belief that the public relations industry is growing up and becoming more professional can be found in the formation in 1969 of the Public Relations Consultants' Association, of which he is the director for consultancies outside London.

Keith Gascoigne (left), managing director, and Tony Moody, director, Gascoigne Moody Associates, the newly-formed Birmingham PR consultancy, against a view of the Witten site.



Keith Gascoigne (left), managing director, and Tony Moody, director, Gascoigne Moody Associates, the newly-formed Birmingham PR consultancy, against a view of the Witten site.

Slimmer but poised for expansion in the Midlands

THE MIDLANDS

as Britain's manufacturing heartland might have taken more than its fair share of the battering brought by recession, but public relations is one sector that has bounced back healthier and stronger, according to practical men in the region.

There have been casualties through the slimming down of fully fledged consultancies or the axing of in-house executives—the scale of company failures alone would necessitate such changes. But in general the public relations people have quickly found alternative employment, often by running their own one-person operations.

"The only constraint upon growth as far as we are concerned is the size of account staff of suitable quality," says Mr Nicholas Mendes, whose consultancy of the same name hopes this year to hit a turnover target of around £250,000.

Mr Mendes is a larger-than-life personality, noted for his flamboyant floral button-holes and outspoken comments on the PR letters page—"I compose them as I am mowing the lawn," he says.

But his style has brought expansion. Turnover has more than doubled during the recession. He has moved to new premises officially opened by the unofficial minister for the West Midlands. Mr John Butcher, and employs a staff of 16.

The upturn has come through new customers rather than existing clients, who have tended to put a brake on spending. Mr Mendes does not believe that PR companies are fishing in a limited pool: "More and more people are coming to us who have never considered

public relations before."

Mr Mendes sees an important factor in increasing the status of his trade was the formation in 1969 of the Public Relations Consultants' Association of which he is the director for consultancies outside London.

The aim of the association is to raise professional standards and ensure members adhere to a code of practice.

Membership of the association gives added authority, according to Mr David Clark, chairman of the West Midlands group of the Institute of Public Relations which people join on an individual rather than company basis.

More interest

Mr Clark says institute membership in the region has climbed to 120 and there is increasing interest in its activities.

An important boost for the sector came with the cuts in advertising budgets. Companies turned to public relations and the hope of mentions in editorial columns as an alternative to buying space.

"Industry is paying far more attention to public relations. It is increasingly seen as an important management skill," Mr Clark says.

Mr Clark, as managing director of one of the larger consultancies, Graham-Roe and Co, believes that the image of companies in the region has been enhanced. "I think the Midlands can equal, and better than many of the consultancies in London."

He concedes the Midlands might have lost out because of the stress placed in the past upon links with London-based contacts and media. "But the

region can now offer Midlands companies a full range of skills coupled with an on-the-doorstep service."

Karin Parslow, a director of Swift Public Relations, based in Lutterworth and dealing with industrial clients within a 25-mile radius, says many small firms are using PR for the first time.

She adds: "Clients can also see that a consultancy near to hand cuts overheads and travelling costs to the minimum."

Perhaps the best illustration of the mounting confidence and growing sophistication of PR services is the launch scheduled for next week of a new agency, Gascoigne Moody Associates.

Mr Keith Gascoigne, a former journalist with the Daily Telegraph, Guardian and Birmingham Post, claims: "Something of a first for the Midlands."

He is taking the IMI in-house PR team, of which he has been manager for the past 14 years, "into the market place."

He says that from day one he will have one of the biggest PR consultancies outside London. With him he takes the IMI corporate account and that of the smaller subsidiary, IMI-UK.

Mr Gascoigne says IMI has used the recession to move into new markets and new products: "The Midlands is a region that presents opportunities for growth which may be far different from the traditional trades. Such companies need to project their message not just to national but to international markets."

Arthur Smith

Plenty of room for development in the northern area

PUBLIC RELATIONS

in the North of England encapsulates a number of characteristics different from those found in the South-East. It is also revealing changes and some new trends emerging partly on the back of the recession.

A clue to the distribution of public relations agencies and the relative importance of the industry by area is provided by the Hollis PR Yearbook.

Out of slightly more than 100 independent public relations operations in the North, almost half are based in Greater Manchester, with a staff of 11 and billing of £250,000 a year, says northern PR.

Small consultancies have

slightly more than a dozen public relations agencies in the south and with less involvement in corporate financial matters an employee communication.

This is reinforced by the much greater proportion of industrial newspaper reporters who move into public relations and continue to specialize in the industries that are or were important in the area. This results in very close ties and involvement with the trade press.

Mr Steve Ashton of Eliot-Marshall, one of the bigger consultancies in Manchester, with a staff of 11 and billing of £250,000 a year, says northern PR.

Out of slightly more than 100 independent public relations operations in the North, almost half are based in Greater Manchester and Cheshire. Office re-location from the centre of the older north west conurbations is likely to mean a growing PR influence from within the latter county. West Yorkshire has

slightly more than a dozen public relations agencies and that of

small, jobbing PR shops, said

as commercial and heavy."

Eliot-Marshall and a few others, however, have been trying to inject what Mr Ashton says is the "Southern approach."

Some northern PR firms, however, tend to be involved in the broader spectrum of activities of their client's companies

more than consultancies in the South, says Mr John Davis and Associates, in

South. This might involve brochure production, for example, but is perhaps more noticeable in community involvement.

This has been particularly marked during the recession in which many companies have had to project their image through financial assistance to or other forms of promotion of small business, youth training, and urban regeneration.

Some PR agencies argue that there is now a move towards involvement in more general marketing with greater PR involvement in client company management decision-making. It is still true, however, that there is much greater suspicion and less understanding of public relations on the part of manufacturing companies in the north than in the south.

This is frequently a source of irritation on the part of PR

companies and partly accounts for the low number of public relations agencies in many northern towns and cities. Until

a few years ago there was

believed to be only one independent, completely PR-oriented company in Sheffield.

Nick Garnett

Billings show strong growth

north of the Border

ACCOUNT BOOKS are bulging among public relations companies in Scotland. This may be the rapid growth of the industry north of the border could be a healthy economic indicator at a time when the long decline of Scotland's manufacturing sector appears to have neared the bottom.

While firms among the clutch of 15 or so more active in public relations admit that they are several steps behind London, they point to a growing readiness of companies to protect their形象 and the increasing sense of accountability among the public sector and a real grasp of the need for good internal communications between companies and government.

For some companies relations with the press may no longer be as much a priority as helping management get a message through to staff. Public relations men may not always be journalists but marketing men are well aware of the need for good internal communications between companies and government.

The speed of the growth has also seen varying specialities and a particularly wide divergence of views about the relationship of public relations and advertising.

Unlike Mr Liddell, she feels advertising and PR do not mix. The size of advertising accounts, she says, means the advertising side can bear the public relations side and possibly damage public relations credibility.

George Hodge, another Edinburgh

public relations man agrees. "I want to stay as far away from advertising as possible," he says.

The way the mix is not upset by the vast discrepancies between advertising and public relations fees appears to have been overcome at Charles Barker by putting a public relations man in charge. Turnover in terms of the value of products has increased between eight and nine fold since Mr Liddell left the Scottish Development Agency for Charles Barker two years ago.

Size and a London or National link-up is not crucial in Scotland. Paul Crawford runs a small firm in Edinburgh. Her sole public relations client is the Gleneagles Hotel, which was recently taken over by Bell's whisky in a hotly-contested bid with the centre of activity shifting back and forth between London and Edinburgh.

She reports a readiness of English companies to rely on a Scottish public relations company for their contacts in Scotland rather than use London-based agencies. Bigger companies are also shedding a long-standing introversion.

Companies can be harmed by long-term criticism of headquarters by employees who don't really understand what management is trying to do.

Mark Meredith

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THE ARTS

Architecture

Colin Amery

New "heritage mandarins"



Stonehenge will have new masters from today, can it be enhanced as a monument?

The heritage of historic buildings and monuments in England is a fragile thing. It can suffer from too little care and attention and it can suffer from too much. It is so vulnerable that a plenitude of official, professional and amateur bodies gather round to protect it and struggle to preserve it.

Today a new body has arisen with new powers which come into force from the beginning of this month. It is the Historic Buildings and Monuments Commission for England which was set up as an arm's length quango under the National Heritage Act of 1983. It will be an independent agency funded principally by the Treasury but with powers to raise revenues, own and endow property and to apply entrepreneurial skills to the management and marketing of that part of the heritage that comes directly under its control.

The area of that amorphous thing, the "heritage," that it will control is substantial. All the sites and monuments formerly in the care of the Department of the Environment will be handed over to the new Commission. "Handed over" is rather an exaggeration because although the Commission is new and has new powers, the personnel are likely to be the same civil servants under another name.

Among the sites and buildings the new commission will control are Stonehenge, Dover Castle, many of the less well known and visited archaeological sites, the iron bridge at Coalbrookdale and the Roman remains throughout the country. At present the Commission will not acquire the prime commercial attractions in London; the Tower and Hampton Court Palace and none of the Royal palaces will be looked after by the Commission.

What exactly is the new Commission's brief? It is charged by Parliament with the responsibility of protecting and preserving England's historical and archaeological heritage. It takes over the work of the Historic Buildings Council and will give grants to towns and the funding of conservation areas and the co-ordination of rescue archaeology.

The chairman of the new body is Lord Montagu of Beaufort,

an old hand at the running of museums and country houses in the private sector. His chief executive is Peter Rumple who was a civil servant and former head of the Directorate of Ancient Monuments and Historical Buildings with the Department of the Environment. There are, at present, 12 other commissioners, including the Duke of Gloucester, Mrs Jennifer Jenkins, the former excellent chairman of the Historic Buildings Council, two professors of archaeology and an unexceptional range of architects, businessmen and conservationists.

Just when conservation has become a hot political issue the Government has created a body that is less vulnerable to public scrutiny through Parliament and detached from any Minister.

It seems that the real role of this new group of heritage mandarins is to perform the most delicate balancing act in public. They have been empowered under the Act to "promote" the monuments in their care and to make money from them and encourage the public to learn from them. They will now have the direct services of the scholars of the Royal Commission on Historical Monuments who will remain outside the new arrangements, and this seems to be a severe loss. Indeed, the new chairman, Lord Montagu, spoke in the Lords in favour of the inclusion of

this august body. "I can see no good reason for leaving it out on a limb." Instead the educational aspects of the new Commission's work will be undertaken in many ways from scratch. The work of Lord Brigg's Heritage Education Group will presumably be taken into account.

Balances will have to be struck between the other groups working for the preservation of the heritage, particularly the National Trust, the Monuments Fund and the National Trust. It is a puzzle that the Government did not consolidate all the existing heritage legislation in a coherent Bill instead of the series of isolated measures that we have seen so far.

Lord Montagu will receive a grant in aid from the Treasury of some £52m for the next

year. Of this sum, £17.8m is for historic buildings, £5.3m for rescue archaeology and £1.5m for ancient monuments. Maintenance, administration and setting up and running the new commission will take up most of the rest. Will the funding be allowed to carry over from year to year? Maintaining and repairing historic buildings is a long term business that does not respond well to short term funding. It is to be hoped the new body will continue the excellent relationships that the old Historic Buildings Council had established over the years with local authorities particularly in relation to the restoration of whole areas of historic towns and conservation areas. The kind of expertise that is now available should not be dispersed.

Lord Montagu will announce today that the new Commission will invite members of the public to become Members—season tickets and other advantages will be offered to families. He will also announce that he has initiated the first private sponsorship for the Commission's educational work from the American Express Company.

He is keen to encourage sponsorship and the work of volunteers and it is possible that volunteer guides will be available at some of the Commission's sites. Lord Montagu is lobbying the Government already to retain the GLC's Historic Buildings Division as an entity and it is quite on the cards that powers may be sought to incorporate it into the new Commission, although extra statutory powers would be needed.

As the Commission can own property it is not unlikely that a house in danger, like Kedleston in Derbyshire, may be bought for the nation and run by the Commission. With power more centralised and yet less directly accountable it is to be hoped that any danger of over-commercialisation of the heritage will be avoided. There is enormous public interest in history. I hope the new commission will move carefully and sensitively to protect without exploitation and care with scholarship and taste. You do not need souvenirs to help people understand Stonehenge: England's past needs care but also to be allowed to speak for itself.

For Westerners, to whom Hungarian is impenetrable by virtue of its Finno-Ugric grammar (modern borrowings are few; one recognises scarcely a word), the activities and the music are the Festival's chief attractions. English and a little luck will get you about, but basic tourist German is better insurance. There is plenty of lively theatre (and puppet-theatre of a distinguished order), but of course in Hungarian bar the occasional Gulyás.

Art exhibitions, both the permanent fixtures and the special shows, are easier. The Renaissance collection in the Museum of Fine Arts is a revelation (the stolen canvases have been happily recovered), and the security arrangements are hastily re-thrown; Budapesters were keen to recount the real, operetta-colourful story of the theft beyond the international reports.

In the National Gallery I found an exhibition of brilliantly witty film posters (for familiar Western films, invariably gaudy) with distant interjections from the winds.

The musical side of the Festival seems anarchically. Concerts and solo recitals jostle for attention (always at night, unlike—say—Edinburgh). No running theme has been tried

yet, unless you count this year's cycle of the Beethoven symphonies, divided between the unequal talents of several conductors and dampened by the withdrawal of the revered János Ferencsik, gravely ill.

The State Opera re-opens after lengthy restorations in September, and might provide a focal point for next year's Festival.

The great national composers—Liszt, Bartók and Kodály—are correctly represented, but none of them was prolific in enough media to build annual programmes around them.

In the past year a Festival Orchestra was formed, drawing upon the best players in the many Budapest orchestras. It hasn't heard during the Festival: apparently jealous complaints from the established bands carried the day. In Beethoven I heard the Budapest Symphony under György Lehel, and the Hungarian State Symphony under Zoltán Peskó. Both in the orchestra and soloists, Hungarians think the best seats are just behind the conductor, though flat stage-platforms mean that you then see nothing (nor hear much) of the woodwinds, though you can study the violinists' socks at leisure. In effect I heard four Beethoven symphonies as for violins and cellos—luckily, Hungarian string-playing is among their chief musical glories—with distant interjections from the winds.

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FINANCIAL TIMES

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First step to CAP reform

THE FARM PACKAGE hammered out by the agricultural ministers of the European Community over the weekend is to be roundly welcomed, on two counts in particular. First, the measures agreed represent a major first step, in principle, towards a long-overdue reform of the ruinously expensive Common Agricultural Policy (CAP). Second, the painful arguments over the farm policy have been a serious obstacle to a settlement of other contentious issues on the table in Brussels. Now that this obstacle has been cleared, the member states have no excuse for not settling the biggest outstanding problem—the mechanism for reducing Britain's excess contributions to the Community budget.

The farm package is, of course, far from perfect. As so often in the past, the farm ministers have reached agreement by making concessions to each other at the expense of consumers and taxpayers. In the case of the dairy sector, the most expensive chapter in the farm policy, they reached agreement by setting a ceiling for milk production significantly higher than that proposed by the European Commission and by making special concessions to the Irish milk producers, who play such a large part in the Irish economy.

Surpluses

As a result, Community dairy farmers will continue to be able to produce substantially more than Europe can consume, so that the disposal of the unsaleable surpluses will continue to impose a major burden on the Community budget. Indeed, the aggregate effect of this and other components in the farm package will substantially add to the immediate costs of the CAP, taking them well above anything that is provided for in this year's budget. How this shortfall is to be financed, and by whom, may yet turn out to be a serious bone of contention between the member states.

One element in these extra costs will be the mechanism for phasing out the border taxes which have hitherto compensated for fluctuations between national currencies. But more worrying than the immediate cost factor is the implication that farm prices in future will tend to be more aligned on hard currencies like the Deutsche mark than on a balanced basket of currencies; this can only have an inflationary impact in weak-currency countries, like France. Yet despite these qualifications, it is important to

Guidelines for removing bias

IT IS RIGHT that discrimination against ethnic minorities should be tackled vigorously, and that employers should be in the vanguard.

One of the effects of high unemployment is to throw into sharp relief the particular disadvantages suffered by ethnic minorities, especially blacks, in the jobs market. Not all of this need necessarily be ascribed to the effects of discrimination: cultural, linguistic, religious and geographical barriers will play their part. But there is now too much evidence in existence for us to ignore pointing to the continued and notorious existence of discrimination and racially biased attitudes.

The problem has an obvious moral dimension for those who believe in equality of opportunity; but the case is broader than that. A society which invited large numbers of immigrants to take up low-paid jobs in the 1950s and 1960s has a continuing duty to encourage their integration into the rest of their descendants within that society: a liberal democracy has a predisposition towards such integration in any case; and the self-interest of those who live and work in the big centres of immigration dictates that the sources of racial unrest—so obvious in South London, Bristol and Liverpool in 1981—be found and blocked off.

Good practice

Therefore the Code of Practice published today by the Commission for Racial Equality, aimed at "the elimination of racial discrimination and the promotion of equality of opportunity in employment," is to be welcomed both in principle and in practice. Based on the 1976 Race Relations Act, it cannot itself impose legal obligations but may be taken into account if proceedings are instituted under the Act: essentially, it lays down good practice for employers, unions and workers to follow.

Its main premises are that some effort and expenditure is required if liberal sentiment is to be translated into liberal action: that companies should take care to ensure that they

both hire and promote members of ethnic minorities and if need be take "positive action" (such as language teaching) to ensure that minorities are not disadvantaged because of their origin as the majority white group, and that routine "ethnic monitoring" is instituted to ensure that these policies are pursued.

Contracts

Both the Act and the Code stop well short of the kind of quota system in force in the U.S., where employers are obliged to hire the proportion in each ethnic minority which corresponds to that existing in his recruitment area. Neither carries the sanctions of U.S. legislation, which includes the ability to discriminate in the award of Government contracts against those companies that do not operate as equal opportunity employers. As Mr Alan Haynes, the Commission's employment director, observed last week, legislation and codes can only work if broadly accepted: the battery of expenditure and legislation which President Johnson brought to bear on the racial problem during his Great Society programmes simply could not be replicated in Britain in the 1980s.

But employers must be prepared to take on discriminatory practices where they exist, and should set up systems to do so. This will mean some pain as well as expense: the expression of racism and the effect of discrimination are often embedded in managers' and workers' practices and attitudes, the challenging of which may threaten disruption of various kinds. However, the agreement of employers and unions at official level denies such reaction an institutional base; and firm, clear and consistently pursued policies are likely to win the consent of most, and do much to assist the creation of an employment scene more demonstrably fair to this country's most recent citizens.

Arthur's court

It looks like being a busier week in the High Court for Arthur Scargill.

The miners' leader is presenting in person the union's case in the dispute over the investment strategy of the miners' £3bn pension funds.

AT THE latest rumblings in Argentina show, the world debt crisis is far from over. But if the much-predicted storm does still break, the big international banks will be better equipped to deal with it than they were in the summer of 1982 when the trouble started.

Of course, the reputation by a major Latin American creditor of its multibillion dollar debts would deal a crippling blow because of the sheer size of the sums involved. But the glossy 1983 bank annual reports now dropping through shareholders' letter boxes show that bankers have strained—not without some bullying by their supervisors—to get their finances into better shape: for the first time in recent memory, balance sheets are getting stronger rather than weaker.

Risks are rising, and the banks' reserves against loss are the most tightly packed they have been for 10 years.

A note of optimism was sounded in the Bank of England's latest Quarterly Bulletin which said: "New money will continue to be needed by a number of countries; but as this is proportionately less than the increase in banks' capital, the vulnerability of banks to problems in these countries will gradually fall."

A U.S. banker put it: "We're starting to grow round the problem."

There are exceptions to the brighter picture, of course. But ironically, they have names like Crocker, Penn Square and Schroeder Muenchmeyer Hengst rather than Brazil and Mexico. Even the Thatcher government's Budget blow which will force UK banks to find over £1bn in taxes they never expected to pay, shows that bankers' biggest problems can still spring up uncomfortably close to home.

By adding the sting of uncertainty, the crisis has also stirred the debate over how best to supervise large banks. The key question now is whether supervisors in the major industrialised countries can harmonise banking standards so that there are no weak links in the chain.

Biggest strides have been made by the U.S. banks whose \$120bn loans to the Third World make them most vulnerable to crises among Less Developed Countries (LDCs). The big 17 international banks all met—by the deadline of last December 31—the new Federal Reserve Board requirement that they build up their capital to at least 5 per cent of their total balance sheets, a way of forcing them to reduce their gearing. (Many had slipped closer to 4 per cent.)

Citicorp, which has the largest LDC exposure and has always geared its capital up most aggressively, has been through with 5.1 per cent. Its capital now stands at \$10bn, up 19 per cent on 1982, making it, according to Mr Walter Wriston, chairman, "the largest capital of any privately-owned financial institution in the world"—though even that gargantuan sum is less than Citicorp's loans to Latin America.

In good times, banks would have increased their capital by selling equity. But bank shares have been weak on Wall Street—partly because of the debt crisis—so U.S. bankers had to use other means like selling \$2.5bn of preferred stock (which counts as capital under the Fed's new rules), and using a bigger share of their earnings to bolster reserves.

At the same time, though,



Walter Wriston (left) chairman of Citicorp, the Bank of England's Peter Cooke (centre) and the Fed's Paul Volcker.

International debt

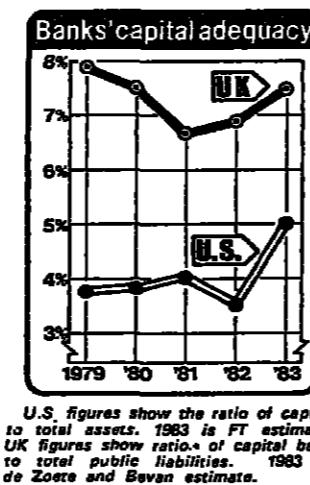
Why the banks have built up their reserves

David Lascelles reports

that, amid growing fears of a crisis, most of the world's banks have decided to take steps to increase their capital



Citicorp Centre, Manhattan



U.S. figures show the ratio of capital base to total assets. 1983 is FT estimate. UK figures show ratio of capital base to total assets. 1983 is de Zeeuw and Seven's estimate.

A credit rating—which the LDC crisis never did.

The major exception is Japan, where banks have always been extremely highly geared by U.S. and European standards; as much as 40 to one. This is not as alarming as it sounds because accounting practices are different, and the industry is not as tightly regulated.

In France, the Tokyo Keidanren banks have been making progress, but the U.S. banks' capital ratios have been rising steadily throughout the LDC crisis.

Balance sheets also look sturdier in the UK and Germany where gearing is now roughly in line with that in the U.S.—about \$20 worth of loans for every dollar of capital. The British banks do have a huge new problem because of the Chancellor's decision to abolish capital allowances which will force them to dip into reserves to pay unfunded tax liabilities.

Quite what the impact will be is still not clear. Mr Robin Leigh-Pemberton, the Governor of the Bank of England, told a House of Commons select committee recently that while it would be severe, it should not put undue strain on the banks. But it has raised a question mark over the UK banks' Triple

with building up profits. Last year, assets in the world's major banks grew by about only 5 per cent, half the earlier rate, while profits continued to go up by 10 per cent or more. The collapse of international lending had a lot to do with this.

One simply was not that much business anyway outside France. In Tokyo Keidanren banks on a tight rein. But Mr Paul Volcker, the Fed chairman, is believed to be pressuring the Japanese Government to bring the banks there more in line, especially since they are now expanding aggressively overseas.

Stronger capital ratios were possible to achieve for a number of reasons. Bank supervisors usually set strict limits on how far a bank can gear up its capital, and they can enforce them, as the sharp improvement in the U.S. shows. But the banks' attitudes have also changed.

Compared with the rip-roaring days of the 1970s, when bankers for growth, the chaste experience of the last couple of years has left them more concerned

with building up profits. Last year, assets in the world's major banks grew by about only 5 per cent, half the earlier rate, while profits continued to go up by 10 per cent or more. The collapse of international lending had a lot to do with this.

Whether banks now have enough capital is another matter.

Bank supervisors will never say they are satisfied for fear of sounding complacent, and the Fed has indicated it wants U.S. banks to push their ratios even higher. It would still take the repudiation of only half Latin America's debt to wipe out most of the big U.S. banks, so it is easy to see why. But the banks are resisting pressures for a further cut in their leverage, claiming that the LDC problem is well under control.

The third reason is that banks are allowed to count their reserves against loan losses as capital, and these have risen sharply, by about 20 per cent.

(The reasoning is that reserves, like capital, are the ultimate cushion against loss.)

In some cases bankers had no choice: the U.S., Japan and Switzerland now oblige banks to write down their debts to specified problem countries, so they have to be more cautious.

But in other countries, like the UK, where this is left to the bankers and their auditors, provisions have also been running at record levels. British banks

provisions in 1983 ate so deeply into profits that they were accused of trying to spike the argument for another bank tax in the budget—a futile hope as it turned out, even if true.

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Similarly, it is debatable whether banks, particularly in the U.S., have set aside enough of their profits against bad debts, even though their reserves now stand at their highest levels, since the real estate lending crisis of the mid-1970s. What was striking about 1983 was that banks increased both specific provisions for

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In the middle of the night, Johann dashed into his parents' bedroom. "Comrade, courage, wake the people," he cried, "the future stinks."

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Men and Matters



Took a lot of money at the Grand National—mostly from Liverpool Labour councillors who kept backing losers'

after four days on his feet, Stanmer was in grave danger of losing his voice and the NCB of having a muted presentation of its arguments.

With the aid of lozenges and copious amounts of water, Stanmer started to get the courage—showing, incidentally, no sign of an identity crisis as a result of being variously described in the Press as "Pickwickian" and "a junior Rumpole."

Into account

The unusual agreement on Argentinian debt interest at the weekend allowed the U.S. banks just enough time to process the due payments before the closure of their first-quarter accounts at the end of March. It was touch and go, with the banks abandoning their normal conservative procedures in the search to get the paper-work done.

First he will have a chance to try his hand at cross-examination of some of the National Coal Board's witnesses. Among them he will be grilling will be the pension fund's investments director, Hugh Jenkins, who has already felt the rough edge of Scargill's tongue.

After that, Scargill will have to present legal arguments to back his claim that he and his fellow union-appointed trustees are not in breach of their fiduciary duty. I understand he will be quoting U.S. and Canadian court decisions in support of his case.

For a time last week it looked

as if Scargill might have pulled

a cunning tactical stroke. He required Sam Stanmer QC to read so much of the vast pile of documents in the case that

it. In the U.S., things are not so simple.

There, a company called This Can't Be Yogurt, which apparently it sells frozen dollops of the stuff, announced that it was floating off 505,000 of its shares.

It was promptly sued by another company entitled I Can't Believe It's Yogurt, which is equally involved in the trade, owning a number of frozen yogurt stores.

The upshot of this little saga is that what was briefly a public offering is no longer a public offering. This Can't Be Yogurt has withdrawn its issue until the legal questions are sorted out.

These hinge, not surprisingly, on the names of the two companies. I Can't Believe It's Yogurt apparently believes that This Can't Be Yogurt has a trademark which infringes its own, and it is asking for at least \$750,000 in compensatory and punitive damages. All true, believe me.

Nose for trouble

Workers at Volvo's futuristic Kalmar car plant in the social democratic paradise of Sweden are celebrating their first decade of production. Their trade union newspaper begins coverage with a cautionary tale.

On the way home from his first May Day celebrations, six year-old Johann is full of questions. "Daddy, what does 'comrades' mean?" — "Well, that's what you and I are."

"But what's the 'people' then?" — "Hm... mummy is the people." "And what did uncle mean when he was talking about the 'future'?" — "The future, that's your little sister," father replied, thinking he had managed his teaching duties rather well.

In the middle of the night, Johann dashed into his parents' bedroom. "Comrade, courage, wake the people," he cried, "the future stinks."

Observer

delivered

FOREIGN AFFAIRS

Of summits, and their uses

By Ian Davidson



President Reagan (right) with Japanese Prime Minister Yasuhiro Nakasone at the Williamsburg summit.

THE SPRING comes round again, and with it a quickening of bureaucratic activity in the capitals of the seven major industrialised countries, in preparation for the 10th Western Economic Summit which takes place in London in 10 weeks' time. But have these annual jamborees really been very useful, and is there much prospect that the next one has much chance of adding to the harmony of nations?

These questions are addressed by two books out today. The first is by a British diplomat and an American political scientist, in an analytical history of the first nine economic summits, under the title *Hanging Together*; in general verdict, it is that they have occasionally been useful, assuming expectations are not set too high. The second, a report to the Trilateral Commission, is a ringing call for the London summit to launch a wide-ranging and multi-annual programme of economic co-operation, so as to promote and sustain faster economic growth world wide.

The record does not suggest, nor does the international conjuncture of events offer much hope that the "sheep"—the top civil servants who plan the path to the summit—will produce any programme as ambitious as that of the Trilateral Commission. On balance, the summits have stiffened resistance to protectionism and given some impetus to liberalisation of trade. On balance, they have proved a useful method of bringing together some of the world's leading statesmen in confidential encounters; in particular, they have done something to bring the Japanese closer to participation in global decision-making.

But the media attention they have attracted has been out of all proportion to their real contribution to the management of the world economy. The common interest has usually come in a clear second behind competing national interests.

This time round, the sheep face two major problems which are likely to frustrate their best intentions. The first is that this is election year in the U.S.: if the American economy con-

tinues galloping away, President Ronald Reagan will be as reluctant as he has been for three successive summits, to make any substantive concession to European and Japanese complaints at the internationally disruptive impact of the U.S. budget deficit, high interest rates and the overvalued dollar. The reduction of this deficit is the centrepiece of the Trilateral proposals...

The second problem is that crisis in the Community. If it is resolved in short order, and the Ten launch an internal programme to revitalise their economy, they could face the London summit with more self-confidence than they have known for two decades. But if not, then their need for changes in U.S. economic policy will be the more pressing, but without becoming any more attainable.

Hanging Together identifies two major factors behind the start of the summit system. First, a number of leaders, notably Valéry Giscard d'Estaing and Helmut Schmidt, wanted to short-cut the entangling bureaucracy of international economic diplomacy, by direct contacts with their equivalents in Washington and Tokyo. Second, the growth of trade and economic interdependence, and the erosion of U.S. hegemony, made it desirable to find a new way of reducing the conflicting pressures of domestic and international politics.

The first summit in 1975 was a success. *Hanging Together* according to *Hanging Together*, the most successful of the entire series. It was less ambitious than some later meetings, like those in Bonn and Tokyo, but it was also less controversial, and the political leaders were able to secure the informality that Giscard had been aiming at.

The meeting was a success because everybody had started to feel more comfortable about the economic outlook. The post-oil-shock recession had bottomed out in mid-year, and by the time the leaders gathered at Rambouillet in November, it was clear the recovery was under way. It was an occasion for mutual reassurance, not for arguing the toss about each other's policies.

By the time of the London summit in 1977, the economic recovery was tailing off into what was euphemistically

labelled a "pause," and the meeting highlighted the long-drawn-out argument between the high-inflation, deficit countries like Britain, and the low-inflation, surplus countries like Germany. By this time, the election of President Jimmy Carter brought a second advantage of the thesis that Germany (and Japan) should make use of their strong position to act as locomotives for sustaining economic growth and holding down unemployment. In the event, the Germans and the Japanese avoided committing themselves to any additional refutation; but the argument remained very much alive, and was only resolved (with questionable results) at the following economic summit in Bonn, in 1978.

The Bonn meeting was the most striking example of an economic policy negotiation cutting across diverse issues. No matter that several governments agreed to policy changes which they had been contemplating in any case; it was, in the words of *Hanging Together*, "the clearest case, by far, of a summit deal that left all parti-

cipants happier than when they arrived. The Germans and Japanese would promise (and deliver) significant additional refutation. The Americans would promise (and deliver) anti-inflationary policies and lower oil imports. The others would conclude (and later ratify) a significant liberalisation of world commerce... It was apparently a textbook case of international policy co-ordination.

The sequel was less glorious. The summiteers in July 1978 were not to know that, six months later, the Shah was to fall and be replaced by the Ayatollah Khomeini, with deeply disturbing consequences for the oil market. But it is at least arguable that the western governments were disgracefully slow to tailor their energy policies to the lessons of the first oil shock, and that the inflationary policies agreed in Bonn helped exacerbate the oil demand-supply tensions at the time of the second oil shock.

When the summiteers met again, in Tokyo in 1978, this second oil shock was in full swing. The western leaders immediately responded, by

agreeing that they would not accommodate the inflationary impact of higher oil prices, and by setting (ostensibly restrictive) ceilings for future oil imports.

In reality, each government bargained hard to pursue contradictory policies on inflation and oil imports. They all wanted to maintain maximum leeway for oil to allow headroom for future economic growth; but the anti-inflationary policies to which they committed themselves ensured that oil imports would in practice fall substantially below the (relatively generous) targets. Nevertheless, in terms of the western policy in the face of the new crisis, the Tokyo summit undoubtedly had a unifying effect.

Ronald Reagan does not perceive, or wish to perceive, this fact, his administration simply denies that its fiscal and interest rate policies have any adverse effect on anyone else. If the fact of interdependence is denied, there is not much scope for discussion, let alone modification, of national economic policies.

The U.S. budget deficit could prove an ephemeral problem, especially if President Reagan is re-elected. But the major structural problem in the industrialised world, and the one to which the Trilateral report devoted a substantial chunk of its advice, is the real decline of the European economy. Interdependence became a fashionable notion when Europe seemed to be catching up with the U.S. in the 1960s, and it remains a fact. But now the Europeans are finding that some people are more interdependent than others, because they have failed to get their act together, and risk being left behind in the new technological revolution.

The irony is that, in 1975, Giscard promoted the idea of a western summit because it seemed to offer a way out of the Community dilemma: the development of a real Common Market would require the abandonment of Gaullist fetishes and expose France to the full force of German competition, whereas summity would reflect glory on France as one of the big Five (as they were at first).

The East-West clash turned into an explosion almost immediately after the meeting broke up. Mitterrand accused the U.S. of trying to wage economic warfare against the Soviet Union. Reagan escalated the controversy, by extending U.S. sanctions against suppliers of gas pipeline equipment to the Soviet Union. When the U.S. eventually backed down over the pipeline, matters were only partially mended at the Williamsburg summit the following year, which strongly endorsed Nato policy on Europe.

Hanging Together pin-points the reason for misgivings over the prospects of the London summit. Presidents Ford and Carter were reconciled to the idea that the Europeans and Japan might advance, over time, towards equal status with the United States. But President Reagan is not so reconciled and seeks to restore the U.S. leadership role. The figures for international trade, payments and investment flows may proclaim the fact of economic interdependence. But since

Ronald Reagan does not perceive, or wish to perceive, this fact, his administration simply denies that its fiscal and interest rate policies have any adverse effect on anyone else. If the fact of interdependence is denied, there is not much scope for discussion, let alone modification, of national economic policies.

If we look at the three years up to 1986-87, for which detailed plans—although not binding—have been agreed by the Cabinet, a remarkable pattern emerges. The three largest programmes—social security, military spending, and health—each account for two-thirds of the expenditure planning total.

Each spending on all three is planned to rise by more than the expected inflation rate. Another large programme, "Law and Order," will rise by about the same as the inflation rate.

There is no need to overdo the cynicism about the prospects. The first version of the Medium Term Financial Strategy in 1980 also envisaged a steep fall in nationalised industries' external financing—which did not stand a chance of being achieved because of the effect of the recession on industries such as steel and coal. This time all the corporations seem to have an incentive to do better, to benefit from a higher rate of capacity utilisation as economic recovery continues. The big question is whether these gains will be enough or whether they will also need price increases, above the inflation rate, if they are to fulfil the Government's objectives.

This huge cut reflects a slashing of industrial aid to the private sector, but a vast hoped-for cash turnaround in the "external financing" of the nationalised industries—the only part of their capital expenditure which nowadays counts as public spending. The nature of this turnaround is obscured by the presentation of the Public Expenditure White Paper, which is still an "all trees, no wood" document, and thus yet to receive attention from the Lawson-Middleton-Burns team.

But a little detective work reveals that for those industries which are to remain in the public sector, a turnaround in external financing from over £2.5bn in 1983-85 to almost zero in 1986-87 is expected.

The turnaround is thus nothing to do with British Telecom, as I wrongly suggested in an earlier article. It reflects entirely longer-term improvement in profits in industries not affected by privatisation. The hoped-for improvement is large enough, as the table shows, to raise their overall self-financing ratio from 45 to 68 per cent.

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But my main worry is different. The envisaged shift to self-financing is basically once-for-all. The nationalised sector cannot repeat the same contribution to curbing public expenditure in later years. (Nor incidentally can the number of pupils go on dropping.) As the peripheral areas of public spending decline in importance, it will become impossible to postpone the question of whether to "do something" about military or social service spending or reacquaint ourselves to something like the existing tax burden.

Lombard

State industry's target role

By Samuel Brittan

THE MORE one thinks about it, the harder seems to be the UK Government's objective of holding public spending almost constant for the next 10 years.

If we look at the three years up to 1986-87, for which detailed plans—although not binding—have been agreed by the Cabinet, a remarkable pattern emerges. The three largest programmes—social security, military spending, and health—each account for two-thirds of the expenditure planning total.

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NATIONALISED INDUSTRY FINANCING*				
£m, cash basis	1983-84	1984-85	1985-86	1986-87
Total capital spending	5,218	5,330	4,869	4,867
To be financed from:				
internal resources	2,341	3,039	3,724	4,775
external funds	2,877	2,291	1,145	92
Self-financing ratio	45%	55%	76%	98%

*excluding Brit. Telecom, Brit. Airways and Enterprise Oil

Smart up the nation

From Mr D. Howell MP

Sir.—It is good to have Samuel Brittan's view (March 29) that "we are left with some macroeconomic case for some public works investment in some circumstances." It is also interesting to read his opinion that there was an opportunity for moves on this front at the bottom of the recession in 1980-82. This was a view which I held, and argued unsuccessfully, at the time.

The question now is whether we have another such occasion for a boost to infrastructure spending because, of course, it would be a great pity to hear in three years' time that 1984-85 would have been a good moment but that we had unfortunately missed the chance yet again. Since I believe, as I think Mr Brittan does, that low inflation and lower interest rates are the best expansionary forces, the simple question is whether a more determined and enlarged programme of infrastructure spending, planned at this stage and unfolding over the next three years, would damage these objectives.

My firm view is that such a programme would inflict no damage whatsoever on economic and financial strategy if initiated modestly, say with an additional £500m a year over the next three years. On the contrary, if the vigour goes out of the American expansion next year, which is quite possible, I think we will be very sorry indeed that we had not prepared steps of this kind beforehand. If, on the other hand, the American recovery continues strongly, then this kind of additional activity in those parts of the construction industry which are specifically geared up to do public works will make no difference to overall pressures but should help smarten up the nation and keep more in work than would otherwise be the case. Over the range about which we are talking, the "competition" with other kinds of public and private spending to which Mr Brittan refers just does not exist.

David Howell,

House of Commons, SW1

Letters to the Editor

borrowers from the banks. But the term "borrowing requirement" is used of the public sector to indicate the calculated result of a budgetary process. It is not sensible to use the same term for the aggregate borrowing of the private sector which is not open to budgeting.

Then we have Mr Brittan telling Mr Osborne not to worry so long as "monetary aggregates are watched stringently in conjunction with velocity." But changes in velocity are the means of explaining after the event why changes in monetary aggregates do not always relate to changes in total income in the way monetarists expect. Nobody can tell, as it occurs, whether a given change in money supply heralds a change in aggregate money income or just a change in velocity. Just as nobody can tell at the time whether a particular cold winter is a statistical oddity or the start of a new climatic trend. The comforting thought of Mr Brittan watching these matters stringently calls to mind Lady Bracknell's response when Jack Worthing admitted that he smoked: "I am glad to hear it. A man should always have an occupation of some kind."

(Sir) Alan Neale,
95 Sudbury Lane, NS.

Infrastructure lobbying

From the Director,

British Road Federation

Sir.—As a member of what Samuel Brittan calls the "infrastructure lobby" I would like to respond to his article of March 29. In addressing the supporters of a higher level of public investment in infrastructure Mr Brittan, quite rightly, says: "should not the right... be stated on its merits rather than as a magic means to higher employment?" In fact many people, including BRF, are doing just that. Their arguments do not rest in the main, on the macroeconomic benefits which Mr Brittan questions.

What should not be forgotten, however, is the damaging effect which the Government's approach to macroeconomic policy has had on the level of public investment. The reduction of the PSBR as a percentage of GDP has become a policy to be pursued for its own sake, with scant regard to the principle that the desirability of public sector borrowing depends on where the money is to be spent. If the Government

took more note of Mr Brittan's observation that a PSBR target is only an intermediate objective, designed to be consistent with non-inflationary growth, there would be a much more coherent policy towards public investment.

T. H. Oppé,
Alderman House,
Queen Street, EC4.

Hymac-Daewoo deal

From the Executive Managing Director, Hitachi Construction Machinery

Sir.—The article which appeared on March 13 regarding the proposed Hymac Daewoo transaction suggested that Hitachi had in some way intervened in this deal.

We must state most emphatically that this is not the case at all. In fact, there was no intervention by Hitachi during the negotiations and at no time was Daewoo "summoned" to Tokyo to explain its actions.

The final decision of Daewoo not to acquire Hymac has come from its own free and independent choice and judgment.

Ryuichi Seguchi,
Tokyo, Japan.

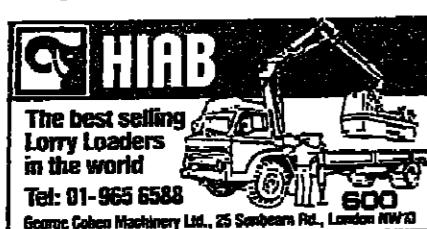
Stamp duty on life assurance

From Mr C. Coon

Sir.—I was disappointed to see that the Chancellor, while reducing stamp duty on share and property transactions, made no changes to the penal duty on true life assurance.

A particularly desolate form of life assurance from the policyholder's point of view is family income benefits. On the death of the life assured a regular income benefit is payable to his (or her) dependants for the remaining term of the contract.

The stamp duty on life office pays on a 25 year policy to a male aged 25 may be up to 1.5 times an annual premium. This almost certainly exceeds the other costs of putting a policy on the books. Where the income benefits increase each year stamp duty as a percentage of an annual premium can be considerably more.



Monday April 2 1984

Terry Byland on Wall Street

Utilities generate enthusiasm

THE PROBLEMS faced by some major U.S. electric utility companies with their nuclear power plant projects continue to attract attention, perhaps to the benefit of those investors who have not allowed themselves to be distracted from the underlying attractions of some of the stocks.

Of the 80 or so major electric utilities, a handful clearly face serious financial hazards from nuclear projects which have produced huge cost overruns, licensing problems or safety fears.

But at the other end of the scale, there are prominent electric utilities whose investment risk on nuclear projects is modest. Texas Utilities, for example, is suffering delays at Comanche Peak but about \$1.2bn of the work in progress has already been incorporated in the rate base for its charges. Detroit Edison and Commonwealth Edison face increased costs because of delays in completing and licensing plants, but the costs are not regarded as financially dangerous for the companies.

The varying degree of risk in the sector must, moreover, be set against the returns on equity investment. Utility stocks are conventionally bought as income stocks. The fall in their prices since the beginning of the year, which has exceeded the fall on the Standard and Poor's 400 stock index, has strengthened their appeal.

The yield on electric utility common stocks is now about three times that of the S&P 400 industrials, which compares well with the

2½ multiple averaged over the previous 15 years. More surprisingly, the yield on utility common stock is about 90 per cent of that on the best-rated utility bonds, in sharp contrast to the industrial stock market which has been held back by the substantial yield gap in favour of the bond market.

The fall in utility stock prices, which has reflected both the nuclear plant problems and the general shakeout in the stock market, has masked significant bull factors for the stocks.

The powerful recovery by U.S. industry is pushing up electricity sales, according to the Edison Electric Institute (EEI). Last year saw a turnaround from a 2.2 per cent decline in output to a 3.6 per cent gain. Output has jumped by 7.1 per cent in 1984, says the EEI.

At the same time, the utilities are benefiting from further rate increases, estimated at \$5.45bn last year, and from the peak in heavy construction programmes undertaken in the previous decade.

Statistics on construction expenditure by 70 electric utilities compiled by Bear Stearns, indicate that budgets topped out at \$34.4m last year and will soon fall dramatically, perhaps by as much as one-half by 1986.

This has significant implications for earnings and, more particularly, the dividend outlook for those companies not threatened by nuclear plant complications. So far this year, 18 major utilities have increased their dividends by an average of 8.7 per cent, and the rest of 1984 and 1985 is likely to bring many more such increases. Consequently, the already healthy level of return could be looking even better in 12 months' time.

Among the companies at low risk from nuclear projects, Southern California Edison is likely to increase its dividend significantly in September. It aims to take only 2 per cent of its power from nuclear facilities which is running behind schedule. Toledo Edison, which has been punished heavily by Wall Street, is another likely candidate for a dividend increase later in the year.

Now that Wall Street seems to be establishing a new base level after the alarms and excursions of the past three months, the search for stocks which have been oversold has intensified. The electric utilities, or at least those not identified with nuclear plant problems, have suffered more than their share of selling in view of their earnings and dividends prospects.

Their immediate attraction for income-seeking investors is the yields of around 12 per cent and the likelihood that these yields will be boosted by dividend hikes over the next year, especially with the dividend outlook for some of the new Bell Telephone stocks no longer quite so secure.

Lilco accounts qualified. Page 20

Unions expected to halt coal movements in UK

BY DAVID GOODHART IN LONDON

ALL MOVEMENT of coal in the UK is expected to come to a halt over the next few days as the miners' strike moves into its fourth week.

The threat by transport unions to stop coal movements, in support of the miners, could lead to further legal steps. British Rail and haulage contractors may seek court injunctions to prevent the unions taking sympathetic industrial action, illegal under employment laws.

The National Coal Board (NCB) may itself return to the courts this week to seek injunctions against the expected heavy picketing of the Lancashire pits in north-west England, where a delegate meeting of the National Union of Mineworkers (NUM) voted at the weekend to return to work today.

A number of left-wing union leaders are clearly expecting a showdown with the Government and the courts which could usher in a state of emergency.

Mr Alex Kitson, deputy general secretary of Britain's largest union, the Transport and General Workers, said on television that a state of emergency had "happened before." He refused to say whether the union would obey or defy court injunctions.

Mr Peter Heathfield, general sec-

retary of the NUM, is the only one of the union's national officers to have suggested that a ballot might be called on April 12. He blamed area union leaders for the divisions within the NUM.

We are split right down the middle, we are in a terrible mess," said Mr Sid Vincent, the Lancashire NUM general secretary yesterday. The 6,500 miners in the Lancashire area were called out on strike for a week in an attempt to end the split over whether to join the national stoppage, but two of the pits yesterday decided to defy their leaders' instructions to return to work to-day.

Mr Bernard Donaghay, the area president, said: "The one thing we are all agreed on is the need for a national ballot. It is the one thing that would resolve the union's differences."

The effect of the divisions will be minimised by sympathetic industrial action by the transport unions. About 200 members of Aslef, the train drivers' union, yesterday backed their executive's decision not to move coal trains. The National Union of Railmen is expected to endorse similar nationwide action today.

Mr Peter Heathfield, general sec-

Munich elects SPD mayor

By Our Bonn Staff

WEST GERMANY'S opposition Social Democrats (SPD) yesterday scored a victory in regaining the post of Lord Mayor in their traditional stronghold of Munich.

In a run-off vote, Herr Georg Krounawitter, the SPD candidate, scored 58.3 per cent of the vote, driving the incumbent Lord Mayor, Herr Erich Kiesl, out of office and dealing his party, the conservative Bavarian Christian Social Union (CSU), a sharp blow.

The run-off vote was necessary after Bavarian local elections on March 18 failed to give an absolute majority for the post of mayor in the city and more than 100 other local councils.

Herr Krounawitter, who ruled the city from 1972 to 1978, appears to have picked up votes from the Greens and other small parties to improve his showing to 48.3 per cent on March 18.

Herr Kiesl, the first CSU Lord Mayor of Munich, actually slipped back from 44.3 per cent two weeks ago to 41.7 per cent in what seems to be taken as a personal affront to Herr Franz-Josef Strauss, the CSU chairman.

Chancellor Helmut Kohl will scarcely be overjoyed that his coalition partner in Bonn should suffer such a blow after the third Government party, the Free Democrats, took a pasting in Baden-Württemberg last Sunday.

But the group's more persistent critics have long levelled a second major criticism of Philips. The latest results have done nothing to undermine their case, that Philips has misjudged the development of the international consumer electronics market since the mid-1970s by clinging so tenaciously to this area to a traditionally extensive range of goods.

Special projects

A quick end for the V2000 might also strengthen Philips' own claim that, despite falling margins on its TV manufacturing and continuing losses in hi-fi and other areas of the division, home electronics can be returned to profitability. The Grundig acquisition could indeed be a useful step in this direction if Philips heeds its own better judgment and allows the German company to operate at arm's length, rather than JVC relates to Matsushita. More fundamentally, there are signs in the development of its compact disc system that Philips has learnt valuable lessons from the V2000 debacle.

Marketing, sales and distribution have been assigned a larger share of the budget within a novel "special project" context subject to regular review at board level.

But the European price of the compact disc player has already fallen sharply and Philips has to contend with many of the ominous precedents in its failure to profit from huge investment in earlier consumer products. It is all a striking contrast to the progress made in markets dominated by the corporate or institutional purchaser rather than the retail shopper.

About 60 per cent of the reorganisation's costs have gone into rationalising the manufacturing arms of the lighting, professional systems and industrial supplies divisions and these have contributed the lion's share of 1983's profits. They are expanding fast in the U.S., too,

so perhaps a more exclusive identification with their growth could even be a fitting complement to the changing profile of the group's share ownership.

THE LEX COLUMN

Philips tunes for a new frequency

At least one nagging criticism of Philips was laid to rest last week by the Dutch electrical giant's full results for 1983. Philips only set about reorganising its corporate structure long after the recession had imposed an urgent need for major changes. The group now appears to have made up much of the lost time and a bid to treble net profit margins has made a good start.

The F1.8bn (\$815.5m) spent in 1981-82 on consolidating Philips' manufacturing operations has helped translate last year's 6 per cent volume growth into a 49 per cent jump in current cost net profits, to F1.647m. This has done wonders for the credibility of its newly avowed strategy to give centralised product management more influence over all the group's far-flung subsidaries and to tie Philips' research skills closer to its end markets.

But the group's more persistent critics have long levelled a second major criticism of Philips. The latest results have done nothing to undermine their case, that Philips has misjudged the development of the international consumer electronics market since the mid-1970s by clinging so tenaciously to this area to a traditionally extensive range of goods.

Champion role

Philips has, in fact, grown in strength to become a champion of the European industry against competitors from the Far East; but it has also stressed rather more commercial grounds for its position.

Now its home electronics division has made a trading loss of F1.95m on sales of nearly F1.2bn and the whole future investment image of the group is heavily coloured by the outcome of this business.

The uncertainty which surrounds

it appears the most likely reason for the relative underperformance of Philips' shares for the last several months. They doubled from F1.27 to F1.55 inside the first four months

Paris fails to find European buyer for Dunlop France

BY PAUL BETTS IN PARIS

THE FRENCH Government appears to have failed in its efforts to find a "European" or "French" solution to the rescue of Dunlop's troubled French tyre and rubber subsidiary Dunlop France.

Indeed, Sumitomo, which is keen to acquire the Dunlop trademark throughout Europe, is generally regarded as having made a reasonable offer for the French Dunlop activities. It agreed last week to guarantee the jobs of between 3,800 and 4,000 Dunlop France employees out of a total of 5,580 people.

The French Government had urged the French Michelin tyre group to make an offer for Dunlop France. But although Michelin has

sought to scuttle the Japanese take-over plans, its proposals are understood to have been found unacceptable by the French Government.

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But Mr Fabius also indicated he was not prepared to wait much longer and that a decision would be taken early this month and probably as soon as this week.

French steel plan strains coalition

Continued from Page 1

outcome of the next rounds of negotiations on the financial issues dividing the Community, although as M. Michel Rocard, the French Agriculture Minister, remarked after the farm agreement that "success is contagious."

The Government is also advancing FFr 3.7bn in additional aid to the shipbuilding sector this year to FFr 5.5bn. Before the new credit, FFr 1.6bn had been budgeted for the shipbuilding industry in 1984.

The Government, anxious to hold down its overall budget deficit to 3 per cent of gross national product, decided to reduce the investment budgets of all the main ministries to finance the shipyards. These cuts will provide FFr 2.7bn in funds for the shipbuilding industry. Another FFr 1bn will come from a 26 per cent cut in the total amount of export credit loans budgeted by the Government for 1984.

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SECTION II - COMPANIES AND MARKETS

FINANCIAL TIMES

Monday April 2 1984



Dramatic finish to Latin American debt crisis talks

BY MARGARET HUGHES IN LONDON

ONCE AGAIN the Latin American debt crisis has taken on theatrical overtones and again it is Argentina at centre-stage. After the relatively sedate proceedings of the Inter-American Development Bank meeting at Punta del Este early last week events took an unexpectedly dramatic turn at the end of the week - reminiscent of the brinkmanship surrounding last summer's negotiations for the £1.5bn commercial bank loan for Argentina.

Feverish negotiations in Buenos Aires, New York and Washington on the apparent last minute initiative of the U.S. Treasury produced not only a solution to the immediate Argentine problem, albeit a temporary one, but also one which has surprised and unusual elements.

The U.S. Government's intervention took everyone by surprise, including those bankers most involved in the Argentine debt negotiations. After the earlier failure of the talks between the relevant parties on the sidelines of the IDB meeting, most of the U.S. banks with loans outstanding to Argentina seemed to be reluctantly accepting that they would have to be declared "non-performing". Such was the pessimism that there are reports, as yet unconfirmed, that telexes were sent to the creditor banks telling them precisely that.

Although the U.S. Treasury said that it was concerned about international banking confidence, Mr Beryl Sprinkel, Under Secretary at the U.S. Treasury has claimed that it was not concerned about "banks having to lose money on some bum loans". Nevertheless it can be assumed that there was at least some indirect pressure from banks.

That said, there is no doubt in the U.S. Treasury's claim that it stepped in to avert a crisis for Argentina's new democratic administration. In an election year the motives of the U.S. Government are clearly in part, at least, political.

At the same time all four are in Latin American terms democracies, or on the way to becoming so.

Three of the four - Mexico, Colombia and Venezuela - are also members of the Contadora group, committed to ending the wars in Central America and have been actively lobbying Brazil and Argentina to join their efforts.

That Mexico, Venezuela and Colombia should be putting up money for Argentina is less surprising than Brazil's participation. All three do at least have reserves to dip into, while Colombia is one of only two countries in the region which has not had to reschedule.

Brazil, however, is the most financially pressured with the largest foreign debt of any country - at \$22bn. But the release of the recent third \$1bn tranche of its commercial bank jumbo loan has enabled it to make its current interest payments so it presumably can bear the burden for a limited period.

Until the U.S. Treasury reimburses the four with the \$300m bridging loan, Sr Jesus Silva Herzog, the Mexican Finance Minister, is believed to have played a major role in getting his Latin American neighbours to support Argentina.

Mr Paul Volcker, Chairman of the Federal Reserve Board, is also believed to have been actively involved in drawing up the final package.

BY MARY ANN SIEGHART IN LONDON

CAUTION is the key word in the Eurodollar bond market. Last week, prices edged up modestly on two or three days, almost as if they had got out of the habit. New issue managers were surprised when the four new fixed-rate issues traded reasonably well.

Dealers are hesitant about predicting a rally - and some are still positively bearish - but by the end of last week, there was certainly a firmer under tone to the market, with none of the feeling of a few weeks ago that unfavourable U.S. statistics could precipitate a free fall in prices here.

The market has obviously been encouraged by a couple of better days on the U.S. domestic market. But it has also benefited from the last two weeks' reduction in new issue activity. Floating rate note new issues have slowed down to a trickle (or, more precisely, a \$100m bond for Banca Nazionale del Lavoro). This has allowed the first two and a

half months of the year's flood to be slowly absorbed.

Fixed-rate new issues have been launched on much higher coupons than those of three or four weeks ago. As a result, they have traded well; on Friday, the new issues from Sweden, Österreichische Postsparkasse and Eurofima were all changing hands at discounts of 1% per cent or less.

The star performer of the week was Texaco's huge \$1bn convertible. By Friday, it had risen in price by over 1% points to trade over par.

Paribas was set on Thursday to launch a novel issue of Treasury bonds stripped of their coupons. The technique has been widely used in the New York market, particularly by Salomon Brothers, but no one has yet managed to get round the tax problems that a Euro-issue would face.

Paribas thought that the problems would be solved by putting the bonds in a Luxembourg trust. It

sent telexes to potential co-managers, explaining the details of the deal, but the Swiss banks, whose clients would probably be the largest buyers, were not convinced that Paribas' tax advice was watertight. As a result, the issue never materialised.

As Mr Patrick Stevenson, senior vice-president of Paribas, said: "In view of the difficulty of reaching a consensus with the co-managers, we thought it better to put the deal on ice for a while. If you want to do a deal of this kind, you have to be sure that placement in certain countries is ensured. For that, you need the participation of certain banks."

Another deep discount bond has been issued in the Ecu market. It is the Ecu bond issued last week by the Nordic Investment Bank, the borrower, has apparently managed to swap the fixed-rate Ecu proceeds for floating rate dollars at around 1% per cent under the London interbank offered rate.

Markets in Switzerland and Germany are feeling nervous, maybe because their currencies are no longer strong enough against the dollar to insulate them from the malaise in New York. Trading activity has been very light.

● Euro-clear will now pay its rebates to participants quarterly instead of twice a year. As well as paying 100 per cent rebates on clearance and delivery fees, it intends to repay half as much again in regard to fees paid by participants for the safekeeping of their bonds. This is the first time Euro-clear has refunded a safekeeping fee.

For the whole of this year, it is intended to refund around \$4.3m, compared with \$3.2m repaid last year. For the three months to the end of March, the rebate will be \$1.3m, two thirds of which is clearance and delivery fees, and a third which represents safekeeping.

AFTER MONTHS of talks and under intense pressure from the U.S., Japan has finally made two major changes to its financial system. From today Japanese companies will for the first time be allowed to issue Euroyen (EY) bonds, while from around April 10, trading will be allowed in Japan in foreign commercial paper and certificates of deposit.

The Euroyen market began life in May 1977 with a seven-year EY10bn issue by the European Investment Bank led by Daiwa Securities. Since then highly restrictive guidelines have limited issues to around six a year and to amounts of EY15bn, except for the World Bank which can raise up to EY20bn.

The pool of Euroyen funds is estimated by the Long Term Credit Bank of Japan to be about Y7,000bn, held largely by Japanese banks abroad.

The relaxed rules will allow for each company or institution to make one issue per month up to a maximum of EY20bn.

Japan enacts reforms of financial system

BY YOKO SHIBATA IN TOKYO

LOWED to make Euroyen issues. However, after the November talks between Mr Noboru Takeshita, Japan's Finance Minister, and Mr Donald Regan, the U.S. Treasury Secretary, the liberalisation of this field was promised.

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Caution rules Eurodollar market

Borrower	Amount m.	Maturity	Av. life years	Coupon %	Price	Lead Manager	Offer yield %
U.S. DOLLARS							
Argentinean Govt. 1/2	50	1989	5	7 1/4	100	Nomura Ind., Salomon Brothers	7.750
Argentinean Govt. 1/2	30	1989	5	6 1/2	100	Nomura Ind., Nikko Secs.	6.625
Argentinean Treasury 1/2	25	1993	15	3 1/2	100	Daiwa, Eurom, Kleinwort Benson, Salomon Brothers	3.875
Banca Naz. del Lavoro 1/2	100	1991	7	1 1/2	100	CSFB, Lehman Bros., Mgn. Greenfield, Salomon Brothers	12.612
Europa 1/2	100	1991	7	12 1/2	98 1/2	Merrill Lynch	12.320
East. Postsparkasse 1/2	75	1989	5	12 1/2	99 1/2	Grain Royal Bank	12.375
Sweden 1/2	200	1989	5	12 1/2	100	SBCI	12.375
Hippon Sheet Glass 1/2	25	1984	18	3 1/2	100	Daiwa Europe, Nomura Ind.	12.375
Ajedrezado Co. 5	80	1989	15	3 1/2	100	Nomura Ind., Nikko Secs., Merrill Lynch	12.375
Prov. of Newfoundland	75	1981	7	13	100	Daiwa, Eurom, Nomura Secs., Ames	12.375
CANADIAN DOLLARS							
CNE 1/2	58,402	1993	9	13	100 1/4	Mgn. Stanley, BNP, Nikko Secs., Samuel Montagu, Soc. Gen. de Bape.	12.951
U.S. MARKS							
African Devt. Bank 1/2	100	1992	7	8	100	Deutsche Bank	8.068
Tunisia Jeddah 1/2	100	1989	5	3 1/2	100	DBG Bank	8.068
SWISS FRANCS							
Kenya 1/2	150	1989	-	13 1/2	100	SBC	1.750
Consolidated Press 1/2	1500	1994	-	6 1/4	100	SocGen	6.250
Spain 1/2	100	1982	-	6 1/4	100	SBC	6.250
Swiss Mtns. 1/2	68	1989	-	17 1/2	100	UBS	1.875
Genes Ind. 1/2	50	1989	-	17 1/2	100	UBS	1.875
BHP Bank 1/2	50	1989	-	5 1/2	99 1/2	UBS	5.559
Nakura Gns 1/2	30	1989	-	5 1/2	100	World Bank	5.875
Net yet priced.						† Final terms.	** Placement.
						§ Convertible.	† Floating rate note: coupon is spread over 6-months Libor.
						† With warrants.	‡ Redemption at 173.
						○ Minimum.	Note: Yields are calculated on ASIB basis.

Net yet priced.

† Final terms.

** Placement.

§ Convertible.

† Floating rate note: coupon is spread over 6-months Libor.

‡ Redemption at 173.

○ Minimum.

Note: Yields are calculated on ASIB basis.

NEW INTERNATIONAL BOND ISSUES

Borrower	Amount m.	Maturity	Av. life years	Coupon %	Price	Lead Manager	Offer yield %
SWISS FRANCS							
Swiss Sheet Glass 1/2	30	1989	-	2	100	SBC	
Swiss Screen Mfg. 1/2	100	1989	-	2	100	SBC	
Swiss Screen Mfg. 1/2	125	1984	-	-	-	SBC	5.750
Toto Kogyo 1/2	75	1984	-	1 1/2	100	SBC	
Yoshitomi Pharm. 1/2	60	1989	-	2	100	SBC	
Daiji Aluminum Ind. 1/2	100	1989	-	3 1/2	100	CS	
NGK Spark Plug Co. 1/2	20	1989	-	2 1/2	100	Handelsbank	
FGH Hypothekenbank	100	1992	-	2	100	Ecu, Gutzwiler Kurz, Bungener, Nordfinanz-Bk, Zurich/Kredarbank Suisse	
STERLING							
Finland 1/2	50	2009	25	11 1/2	98.043	Baring Bros.	11.747
Ireland 1/2	50	1994	10	11 1/2	100	SG Warburg	11.375
GUILDFERS							
EEC Electrolux 1/2	200	1994	10	8 1/2	98 1/2	ABN, Amro Bank	
	60	1989	5	8	98 1/2	Amro Bank, Bk. Mess & Hops	8.125
ECB							
Nordic Invest. Bk. 1/2	50	1994	10	6	100	Sparebanken Oslo Aksjers, Bape, Indus. Kredarbank, Sparekassen SDS 8.000	
Austria 1/2	100	1993	8 1/2	10 1/2	99 1/2	Soc. Gen. de Bape	10.649
VEN							
Frangat 1/2	50a	1994	9	7.9	100	Nippon Credit Bank	8.056
	30ba	1996	10.32	7.4	99.5	Nikko Secs.	7.603

U.S. BONDS

Return to stability after turbulent trading week

THE NEW YORK bond market ended a difficult trading week looking rather more stable than for some time. The difficulties, which focused around the auction of \$3.75bn in 20-year Treasury bonds and also the turbulent end of the latest Reserve Maintenance Period (RMP), looked more disturbing at the time than after the excitement had died down on Friday. The bond market was in a calm mood. Yields were showing only minor gains on the week, and if the dealing community had been left holding the bulk of the week's \$15bn Treasury mini-refunding, it did not seem unduly concerned.

Money supply was a non-event last week. The most significant developments came after the bond market had ceased trading for the week, when the minutes for the January 30 meeting of the Fed's Open Market Committee, disclosed that the Fed had not been tightening rates.

The announcement of an impending Treasury statement on the Argentine debt situation buttressed the market's confidence that the banks would

U.S. INTEREST RATES (%)	
West	West
to	to
Mar 30	Mar 23
3-month CD's	10.33 10.42
3-month T-Bills	9.88 9.76
30-year Treasury Bond	12.40 12.48
AA Industrial	13.25 13.38
AA Industrial	13.25 13.38

Sources: FT estimates.
* In the week ending March 16 M1 fell by \$100m to \$35.6bn.

receive their due interest payments.

Attempts during the week to fathom the policies of the Federal Reserve Board or the deliberations of the latest FOMC meeting, were thwarted when the Federal funds rate plunged 1.5 per cent at one time — and the Federal Reserve drained funds from the market on two consecutive trading days.

However, it soon became clear that the moves were no more than responses to the technical situation surrounding the ending of the most complicated RMP period since the introduction of contemporaneous reserve accounting.

A drop from \$5bn to \$4.6bn

was the result of the market's confidence that the banks would

not be leaving the market.

Terry Byland

Auditors qualify nuclear utility profits statement

BY TERRY BYLAND IN NEW YORK

THE STRUGGLE by Long Island (Lilco) to overcome the problem of its \$4.1bn nuclear power station at Shoreham, near Manhattan, received a further setback yesterday when the utility company's profits statements for last year were qualified by auditors, Price Waterhouse.

Lilco passed its 1983 dividend and trimmed its workforce, but still unable to satisfy safety requirements without which the Shoreham plant cannot obtain an operating licence.

The auditors condition their acceptance of the profits report Lilco's "continued financial viability" and also on the effects on the 1983 results of adjustments which might have

been required had the Shoreham uncertainties been known.

Lilco reported net income of \$365m and \$2.80 a share for 1983 on revenue of \$1.8bn, against \$309.4m or \$2.70 on revenues of \$1.6bn in the previous year.

The auditors report referred to the uncertainties over completion of the Shoreham project and the funding arrangement into its cost by the New York State Public Service Commission, as well as to Lilco's suspension of payment on the Nine Mile Point project from which it withdrew a month ago.

The crisis in the U.S. energy industry caused by the surging costs and public disapproval of nuclear plant projects has already brought a qualification of the accounts of

Public Service of Indiana, which abandoned its Marble Hill nuclear project after incurring costs of around \$2.8bn. • Another U.S. nuclear power reactor, at Seabrook, New Hampshire, is under serious threat of abandonment after around \$810m has been spent on construction work, adds Terry Dodsworth of the Australian stock broking business since the Melbourne and Sydney stock exchanges altered their rules to allow outside ownership in brokerage firms.

The rules, which went into effect yesterday, still require some government approvals.

The National Companies and Securities Commission has 30 days to decide whether or not to disallow the changes, but exchange officials are anticipating approval.

National Australia Bank, one of Australia's top four trading banks, said its move into

NAB to buy 50% of Melbourne broker

MELBOURNE — National Australia Bank plans to buy a 50 per cent interest in the Melbourne-based stock brokers A.C. Goode and Company.

The bank is the second company to announce a move into the Australian stock broking business since the Melbourne and Sydney stock exchanges altered their rules to allow outside ownership in brokerage firms.

The rules, which went into effect yesterday, still require some government approvals. The National Companies and Securities Commission has 30 days to decide whether or not to disallow the changes, but exchange officials are anticipating approval.

National Australia Bank, one of Australia's top four trading

Air Florida pulls back annual loss

BY TERRY DODSWORTH IN NEW YORK

AIR FLORIDA, the ailing Miami-based airline, lost \$32m net last year against \$31.4m in 1982, while revenues fell from \$262m to \$218m. The loss was not amounted to \$22.8m against \$25.6m.

Mr Donald Lloyd-Jones, chairman and chief executive, said that while 1983 had resulted in a significant change in the airline's operations, the positive effect of the restructuring work, adds Terry Dodsworth of the Australian stock

exchanges, altered their rules to allow outside ownership in brokerage firms.

The rules, which went into effect yesterday, still require some government approvals. The National Companies and Securities Commission has 30 days to decide whether or not to disallow the changes, but exchange officials are anticipating approval.

National Australia Bank, one of Australia's top four trading

banks, said its move into

A.C. Goode would not be finalised until after July 1, when the Commission's 30 day review period is over.

The regulation changes also include eliminating fixed brokerage fees and extending trading hours.

Last week, the diversified pastoral wool broking and finance company Elders IXL announced plans to take a 40 per cent stake in brokers Roach Tilley Grice.

AP-DJ

Belgian retailer boosts profit

BY PAUL CHEESWRIGHT IN BRUSSELS

GB-INNO-BM, the largest retailer in Belgium with over 7 per cent of total domestic sales, has announced a 6 per cent increase in net profit for 1983 over 1982 at BFr 1bn (\$18.5m).

But the group is holding its dividend at the 1982 level of BFr 215 per share. At the gross level there is a slight gain because withholding tax has been increased from 20 to 25 per cent. Shares issued in 1982 to benefit from tax concessions attract a 1983 dividend of BFr 37.06.

Sales slowed in the second half, reflecting the sluggishness in the Belgian economy and the fall in disposable income. But the overall growth for the year was 8 per cent to BFr 131.2m, with the group's own stores accounting for BFr 118.6m and the balance coming from wholesale sales.

Reliance resells Quaker Oil stake

RELIANCE FINANCIAL Services, the wholly-owned subsidiary of Reliance Group, the privately-held investment arm of financier Mr Saul Steinberg, announced that it is selling its 8.9 per cent stake in Quaker State Oil Refining back to Quaker — effectively abandoning plans to buy further shares and seek control, reports our

New York staff.

Mr Steinberg has sold his 1.5m Quaker shares, acquired for between \$17.75 and \$20.275 a share, to Quaker for \$24.5m, netting a profit of around \$9.5m. On the stock market, Quaker shares, which had risen as high as \$20 after Mr Steinberg told the SEC that he might boost his stake in the refiner

to nearly 20 per cent, fell by \$2.5 to \$16.6 after the announcement.

The news also inspired a rise of \$2.1 to \$87.5 in shares of Walt Disney, another recent takeover favourite, in which Reliance Financial last week disclosed that it bought 2.2m shares, or 6.3 per cent of the equity, for around \$132.5m.

AP-DJ

INTERNATIONAL APPOINTMENTS

Moose, senior vice president, New York, returns to the UK as a senior manager of the Bank of Scotland's London chief office, from July 16.

• Mr Anteine F. Khayat has been appointed general manager of the Bahrain branch of SCANDINAVIAN BANK in succession to Mr J. Alan Thornton who has returned to London in a senior Khayat was previously with Gulf International Bank in London. Mr Peter E. E. Persson has joined the Scandinavian Bank's senior management team in Bahrain where he will also act as the permanent regional representative of the bank's major Swedish shareholder, Skandinaviska Enskilda Banken, with whom he has worked for many years.

• Dr Silvie de Capitani has succeeded the late Mr Albert Lang on the board of SWISS VOLKS BANK, Berne.

• Mr David L. Hanson, a general manager of Midland Bank, has

been appointed a senior executive vice president of CROCKER NATIONAL BANK from April 2. He will move to San Francisco as chairman of the bank's credit control committee, chief lending officer and vice chairman of its risk management committee. G. Douglas Cockburn, previously a senior vice president of Crocker, has been appointed an executive vice president also at the bank. He will have responsibility for risk management, will be vice chairman of the bank's credit control committee, and continue as a member of the credit policy committee.

• Mr Karel B. Dulum, a member of corporate management and senior executive vice president — finance and administration, NOVO-INDUSTRI, Copenhagen, has accepted a partnership in the Danish brokerage firm Guido Reischow, from January 1, 1985. He will also be named chief executive officer of new investment banking operation planned by that firm. Mr Dulum will continue in his current capacity as chief financial officer of NOVO until the end of 1984. Mr Kurt Anker Nielsen becomes vice president — corporate planning systems, investor relations and corporate communications, at Novo from April 1.

• Mr Richard A. Gray, Jr, has been elected vice president and corporate secretary at AIR PRODUCTS AND CHEMICALS INC. He joined Air Products in 1982 as an attorney, and in 1983 was appointed associate general counsel.

• LEGAL AND GENERAL has appointed a new head for its life assured operations in Australia. Mr Andy Small, 37, takes over as managing director of the Legal and General Australia Group of Companies from Mr John Elbourne on July 1. Mr Small has spent 21 years with Legal and General and is currently US manager for life sales and marketing.

U.S. \$ bonds

Last week ... 5,559.0 12,529.2 Previous week ... 5,675.7 16,439.6 Other bonds

Last week ... 2,024.0 2,421.6 Previous week ... 1,451.4 1,472.7

Euro-Cedel clear

No information available — previous day's price.

† Only one market maker supplied a price.

STRATEGY BONDS: The yield is the yield to redemption of the mid-price; the amount issued is in millions of currency units except for Yen bonds where it is in billions. Change on week = Change over price a week earlier.

FLOATING RATE NOTES: Denominated in dollars unless otherwise indicated. Coupon shown is minimum. C.dte=Date next coupon becomes effective. Spread=Margin above six-month rate (= three-month rate above mean rate) for U.S. dollars. C.yld=The current coupon. Yield=The current yield.

CONVERTIBLE BONDS: Denominated in dollars unless otherwise indicated. Chg/day=Change on day. C.dt=Date for conversion into shares. Cov.price=Nominal amount of bond per share expressed in currency of share at conversion rate fixed at issue. Prem=Percentage premium of the current effective price of acquiring shares via the bond over the most recent price of the shares.

The following are the 200 latest international bonds for which an adequate secondary market exists. The prices over the week were supplied by Kreditbank NV; Credit Commercial de France; Credit Lyonnais; Commerzbank AG; Deutsche Bank AG; Westdeutsche Landesbank; Girozentrale; Banque Generale du Luxembourg; Banque Internationale Luxembourg; Kredietbank; Algemene Bank Nederland NV; Pierson, Hellinga and Pierson; Credit Suisse/Swiss-Credit Bank; National Bank of Switzerland; Akros and Smurfit Bank; Tokyo International; Eastman, PaineWebber International; Chase Manhattan; Citicorp International; Credit Commercial de France (Securities) London; Daiwa Europe NV; EBC First Chicago; Goldman Sachs International; Hambros Bank; IBJ International; Kidder Peabody International; Morgan Stanley International; Nomura International; Orion Royal Bank; Robert Fleming and Co; Samuel Montagu and Co; Scandinavian Bank; Societe Generale Strauss; Turnbull Sumitomo Finance International; S. G. Warburg and Co; Swiss Bank Corporation International; Wood Gundy.

Closing prices on March 30

YEN STRAIGHTS

Issue Bid Offer day week Yield

Asian Dev. Bk. 72/94 ... 15 100% 100% 0+0% 5.40

Eurolife 72/94 ... 10 100% 100% 0+0% 6.72

Eurolife Corp. 72/94 ... 100 100% 100% 0+0% 5.85

New Zealand Bk 73/94 ... 100 100% 100% 0+0% 5.75

World Bank 74/94 ... 200 99% 99% 0+0% 5.50

Average price changes... On day -0% on week 0%

Other STRAIGHTS

Issue Bid Offer day week Yield

Col. Hy. 12/93 CS 125 95% 95% 0+0% 12.86

Denmark Bk 12/93 CS 125 95% 95% 0+0% 12.77

Fin. Inst. 12/93 CS 125 95% 95% 0+0% 12.73

IBS 12/93 CS 125 95% 95% 0+0% 12.75

Irl. Stand. Bk. 12/93 CS 125 95% 95% 0+0% 12.45

Sw. Lux. Ctr. 12/93 CS 125 95% 95% 0+0% 12.45

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Sw. Lux. Ctr. 12/93 CS 125 95% 95% 0+0% 12.45

Closing prices March 30

NEW YORK STOCK EXCHANGE COMPOSITE CLOSING PRICES

Continued on Page 23

12 Month High	Stock	P/ E	Ss	100s	High	Low	Close	Prev. Close	Chg/ %	12 Month High		Stock	P/ E	Ss	100s	High	Low	Close	Prev. Close	Chg/ %	12 Month High		Stock	P/ E	Ss	100s	High	Low	Close	Prev. Close	Chg/ %
										High										High											
AllBld		5	22	22	22	22	22	22	+1.4	Brdt		22	22	22	22	22	22	22	+1.4	Gould		150	7.6	11	4	22	22	22	22	+1.4	
ATI		31	101	98	95	94	94	94	+1.4	Dell		18	18	18	18	18	18	18	+1.4	Grainger		5.28	14.1	11	4	22	22	22	22	+1.4	
Ametr		32	23	14	14	14	14	14	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grant		1.82	6.5	11	4	22	22	22	22	+1.4	
Agrd		32	33	8	8	8	8	8	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Actions		16	12	22	22	22	22	22	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Actm		4	4	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Adhd		10	6	10	7	7	7	7	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Adobe		24	11	15	15	15	15	15	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
AeroCo		40	18	9	9	9	9	9	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Airtsp		66	8	7	7	7	7	7	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Alstn		20	1.7	7	7	7	7	7	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	7	7	7	7	7	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell		22	22	22	22	22	22	22	+1.4	Grainger		1.82	6.5	11	4	22	22	22	22	+1.4	
Altrn		10	5	4	4	4	4	4	+1.4	Dell																					

Continued on Page 24

NEW YORK STOCK EXCHANGE COMPOSITE CLOSING PRICES

Sales figures are unofficial. Yearly highs and lows reflect the previous 52 weeks plus the current week, but not the latest trading day. Where a split or stock dividend amounting to 25 per cent or more has been paid, the year's high-low range and dividend are shown for the new stock only. Unless otherwise noted, rates of dividends are annual disbursements based on latest declaration.

WORLD VALUE OF THE POUND

every Tuesday
in the
Financial Times

AUTHORISED UNIT TRUSTS

Abbey Unit Trst. Mngrs. Ltd.	01-234 2003	Britannia Gp of Unit Trusts Ltd (a) (c) (g)
1-3 St Pauls, Chancery Lane, EC4P 4DX		Salisbury Ave, St. Pancras, London, WC1X 8QH
Proprietary Fund	117.7	124.4
Am. & Fins. Inc.	123.4	123.4
High Inc Equity	124.7	124.7
Smaller Companies	125.1	125.1
American Growth	125.7	125.7
Assets & Ercs. (7)	127.3	127.3
Community & Env.	128.1	128.1
Entm't	128.4	128.4
UK Growth	128.7	128.7
UK Income	129.0	129.0
US Emerging Co's	129.3	129.3
Entm't Prop.	129.6	129.6
Athens House	130.2	130.2
1, Worl's St., EC2	130.5	130.5
Am. & Grls. Fund	130.8	130.8
UK & Intern'l	131.5	131.5
Proprietary Fund	131.8	131.8
Special Sel.	132.0	132.0
Entm't Fund	132.3	132.3
Entm't Fund	132.6	132.6
Entm't Fund	132.9	132.9
Entm't Fund	133.2	133.2
Entm't Fund	133.5	133.5
Entm't Fund	133.8	133.8
Entm't Fund	134.1	134.1
Entm't Fund	134.4	134.4
Entm't Fund	134.7	134.7
Entm't Fund	135.0	135.0
Entm't Fund	135.3	135.3
Entm't Fund	135.6	135.6
Entm't Fund	135.9	135.9
Entm't Fund	136.2	136.2
Entm't Fund	136.5	136.5
Entm't Fund	136.8	136.8
Entm't Fund	137.1	137.1
Entm't Fund	137.4	137.4
Entm't Fund	137.7	137.7
Entm't Fund	138.0	138.0
Entm't Fund	138.3	138.3
Entm't Fund	138.6	138.6
Entm't Fund	138.9	138.9
Entm't Fund	139.2	139.2
Entm't Fund	139.5	139.5
Entm't Fund	139.8	139.8
Entm't Fund	140.1	140.1
Entm't Fund	140.4	140.4
Entm't Fund	140.7	140.7
Entm't Fund	141.0	141.0
Entm't Fund	141.3	141.3
Entm't Fund	141.6	141.6
Entm't Fund	141.9	141.9
Entm't Fund	142.2	142.2
Entm't Fund	142.5	142.5
Entm't Fund	142.8	142.8
Entm't Fund	143.1	143.1
Entm't Fund	143.4	143.4
Entm't Fund	143.7	143.7
Entm't Fund	144.0	144.0
Entm't Fund	144.3	144.3
Entm't Fund	144.6	144.6
Entm't Fund	144.9	144.9
Entm't Fund	145.2	145.2
Entm't Fund	145.5	145.5
Entm't Fund	145.8	145.8
Entm't Fund	146.1	146.1
Entm't Fund	146.4	146.4
Entm't Fund	146.7	146.7
Entm't Fund	147.0	147.0
Entm't Fund	147.3	147.3
Entm't Fund	147.6	147.6
Entm't Fund	147.9	147.9
Entm't Fund	148.2	148.2
Entm't Fund	148.5	148.5
Entm't Fund	148.8	148.8
Entm't Fund	149.1	149.1
Entm't Fund	149.4	149.4
Entm't Fund	149.7	149.7
Entm't Fund	150.0	150.0
Entm't Fund	150.3	150.3
Entm't Fund	150.6	150.6
Entm't Fund	150.9	150.9
Entm't Fund	151.2	151.2
Entm't Fund	151.5	151.5
Entm't Fund	151.8	151.8
Entm't Fund	152.1	152.1
Entm't Fund	152.4	152.4
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INSURANCE & OVERSEAS MANAGED FUNDS

CURRENCIES, MONEY and CAPITAL MARKETS

FOREIGN EXCHANGES

Trade figures hit dollar

BY COLIN MILLHAM

Another very poor set of U.S. trade figures depressed the dollar on the foreign exchanges last week. There was never any expectation of good February figures but at the beginning of the week estimates of the deficit were around \$8bn to \$9bn and slightly better than the record set in January. As time went by the market seemed to grow more nervous and pessimistic as the Federal Reserve failed to increase the U.S. discount rate from 8% per cent, where it had been since mid-December 1982, and as the Federal funds overnight rate fell from 10 per cent to around 8 per cent in New York on Wednesday.

Estimates of the trade deficit worsened, with figures of \$11bn

or \$12bn mentioned, but the announcement of a record \$10.9bn deficit still came as a disappointment, and contrasted sharply with the UK and German trade figures also published last week. The German surplus of DM 4.9bn was towards the top end of most estimates, while the UK was expected to announce a visible deficit and a current account surplus of £100m. The visible surplus of \$568m, and the current account surplus of \$810m, therefore underpinned and helped to underpin sterling. The pound remained rather neglected for the most part, but news that transport unions are to give support to the striking National Union of Metalworkers may have contributed to the pound's soft

trading.

Last week's batch of U.S. Treasury auctions did not go particularly well but the yield of 6.7 per cent in latest indicators was above most estimates of around 6.5 per cent and indicated that economic growth remains strong. A fall of \$100m in M1 money supply was in line with expectations but there was little indication of the outcome

FORWARD RATES AGAINST STERLING

	Spot	1 month	3 month	6 month	12 month
Dollar	1.4245	1.4245	1.4245	1.4245	1.4245
D-Mark	1.4245	1.4245	1.4245	1.4245	1.4245
French Franc	1.67456	1.67456	1.67456	1.67456	1.67456
Deutschmark	2.51225	2.51225	2.51225	2.51225	2.51225
Irish Punt	0.72569	0.72569	0.72569	0.72569	0.72569
Italian Lira	1403.49	1395.62	1395.62	1395.62	1395.62

Forward rates are quoted in U.S. cents discount.

EMS EUROPEAN CURRENCY UNIT RATES

	ECU central rates	Currency amounts against ECU	% change from previous day	% change from previous divergence	Divergence limit %
Belgian Franc	46.6713	8.16346	+1.63	+1.58	-1.547
Danish Krone	8.14104	8.16346	+0.47	+1.6425	-
German D-Mark	2.23184	-0.61	-0.68	-1.4025	-
French Franc	6.67456	-0.59	-0.59	-1.4964	-
Dutch Guilder	2.51225	-0.54	-0.59	-1.4964	-
Irish Punt	0.72569	+0.33	+0.29	+1.6589	-
Italian Lira	1403.49	1395.62	-1.22	-2.41505	-

Changes are for ECU, therefore positive change denotes a weak currency. Adjustment calculated by Financial Times.

THE POUND SPOT AND FORWARD

	March 30	Day's spread	Close	One month	2 months	3 months	4 months	5 months	6 months	7 months	8 months	9 months	10 months	11 months	12 months
U.S. 1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465	1.4380-1.4465
Canada 1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960	1.3940-1.3960
Nethrlnd. 4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	4.20-4.24	
Belgium 76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	76.25-76.55	
Denmark 13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	13.67-13.75	
Ireland 1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	1.2275-1.2275	
W. Ger. 3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	3.72-3.76	
Portugal 189.75-191.50	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	190.25-190.75	
Spain 232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	
Italy 232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	232.4-232.9	
Norway 10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	10.79-10.85	
France 11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	11.47-11.52	
Sweden 322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	322-325	
Japan 26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	26.20-26.48	
Austria 26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	26.15-26.35	
Switz. 3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	3.05-3.12	

Belgian Franc is for convertible francs. Financial franc 79.35-74.45. Six-month forward 1.36-1.41c. 12-month 3.00-3.10c. ds.

OTHER CURRENCIES

	Mar. 30	£	\$	¥	DM	Sw. Fr.	French Fr.	Swiss Fr.	D.-mark	Italian Lira	Belgian Fr.	Canadian \$	U.S. \$	Yen	DM
Argentina Peso	46.75-46.85	32.50-32.55	Austria	26.20-26.50											
Australia Dollar	1.0675-1.0765	1.0675-1.0765	Belgium	79.15-80.05											
Brazil Cruzeiro	1.8785-1.8875	1.8785-1.8875	Denmark	13.67-13.81											
Philippines Peso	1.0000-1.0000	1.0000-1.0000</													

SECTION III

FINANCIAL TIMES SURVEY

Business Travel

Business travellers are being showered with gifts and offers from airlines, hotels and car hire firms anxious to win custom. It all adds to the problems of company travel management

Offers galore for the big spenders

BY ARTHUR SANDLES

NOW, MR Financial Controller, have you wondered why Bill, your top marketing man, always seems to stay at Thistle Hotels, lately? Or why Ms Jones in the U.S. always uses Delta and ends up in a Days Inn? The answer is that they have both become victims of loyalty schemes, the Green Stamps of business travel. While car rental companies have largely dropped the "free gift" system of encouraging regular custom, the infection has spread to airlines and hotel groups. Whatever you, the company, are paying for the room or flight, your employee may be creaming on considerable benefits in the form of cameras, coffee makers, free weekends for two or cars and computers, transatlantic flights, even, of course, booze.

Loalty campaigns are very much the name of the business travel game at the moment. The car rental groups may have

abandoned gifts, but they still reward regular custom with heavily discounted rates, and promises of cars when no one else has them. Hoteliers offer pieces of plastic which will not only give cut-priced accommodation but also room upgrades and isolation from the rough and tumble of the package tour customers. Airlines will give you free drinks at the airport and hide you away from the rest of the gang with curtains and wider seats.

Just as it was the U.S. that saw the wildest extremes of the car rental giveaway war — one which drove some companies perilously towards the financial brink — it is now the same nation which is presenting us with some remarkable offers for frequent fliers. Every U.S. check-in counter is now emblazoned with encouragement to the individual fliers to join loyalty schemes.

Typically a scheme will offer

a first class upgrade to passengers who fly 10,000 miles with an airline or two round trip. First Class tickets in return for flying 70,000 miles, 60,000 miles with American Airlines wins a U.S. business traveller two transatlantic tickets.

"We have found our scheme very successful," says Delta, which offers cut-price hotel rooms and car rental in its loyalty scheme and which gives passengers who hit 150,000 miles of travel two business-class, round-trip tickets to Europe and First Class travel within the U.S. "People have signed on in large numbers."

Promotion

In Europe the hotel schemes have been similarly effective but some companies, notably those in car rental, have been nervous about Inland Revenue attention to over-enthusiastic gift-giving to regular travellers. "We really don't see that as a problem," says Thistle, one of the biggest of the loyalty scheme operators. "It is just a promotion." Thistle has, however, engineered its bigger prizes — weekends in Venice, for example — as rewards in games of chance rather than straight gifts.

Not every company is happy for its employees to be lured in this way. "Some com-

panies are firm in saying that the real rates they achieve (as they will not allow anyone making company purchases to accept gifts, and that includes employees staying in hotels. We respect that, and if a company tells us then we do not mail their employees with the offers."

The full front assault on the actual user of services comes after a period when the main attack on the business travel market from its suppliers was in cost. It is still to some extent true that business travel accounts are won at the corporate financial controllers' desks and lost in the field, but it is the field which is getting the greater attention at the moment.

There is a general feeling in the travel business that margins were trimmed a bit too far in the wake of the recession and that rates for most services will have to be hardened over the coming year. The hotel groups have to use them, prove to be so popular that you cannot get a seat. In Europe the wall of pro-

tectionism thrown up by governments and airlines, each of which blame the other, have proved sufficient to defeat all but the most determined of business travellers.

Generally it seems that the business traveller has decided that there is a price to be paid for convenience even if, as on some European routes, that price is a disproportionately high one. And thus the suppliers have turned their attention to marketing on service.

There is one field where that is not entirely true, however, and that is in travel agency work. In that case the sales pitch to corporations still, in the initial phases at least, tends to be on a "we can do it cheaper" basis. Certainly Thomas Cook has been majoring on this element of its marketing effort.

But even here there are signs of an increasing emphasis on the service aspect of the opera-

tion. American Express, for example, is currently launching a major attack on the business travel market in the UK, after a similar one in the U.S., on the basis of a total package of services aimed at giving corporate financial controllers a much clearer view of what employees are doing, and what they are spending.

The American Express approach, and those of most of its rivals it should be said, is that even today very few companies have a fully controlled system of business travel management. It is still true that even companies with travel managers, often with huge spending power, give that manager a relatively low company status. Often the role is only created when the managing director's secretary finds the task too great to handle.

It is extremely easy for large sums to go astray, often without any real dishonesty on the part of staff. Cash "boots" can be given to frequent travellers which, multiplied by the number of users, can add up to thousands of pounds which could be earning interest.

Staff can circumvent company travel policy by making bookings at the last moment and thus "finding" that only a first class air seat and de-luxe hotel accommodation was available.

To quote Mr Alan B. Lee, a partner in Price Waterhouse: "Until recently businesses have assigned a relatively low priority to the management task of controlling travel costs, and yet this cost has been increasing dramatically . . . relative to other types of costs . . . If you manage your travel spending more efficiently you may find that you are able to make that extra trip or two to a major customer."

It might also pay to take a look in that top salesman's cupboard. You never know what wonderful little gifts he may have been getting recently.



Skybed travel by Philippine Airlines is available to first-class passengers between Manila and Europe, the U.S. and Australia

Glyn Genin

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BUSINESS TRAVEL II



Frank Olson, president and chief executive of Hertz Corporation: hoping for an excellent season

Car rental companies see happier ride ahead

IN MOST major markets of the world the car rental companies are girding themselves for what promises to be a good year. Some, whose memories perhaps do not go back to the golden age before oil crises, are even talking about a boom. We will draw a cloak over the occasional exceptions to the rule—France, for example, where the imposition of a 33 per cent VAT rate "has ranked car rental with caviare and mink" (Europcar)—and talk simply of a year when American business optimism and the continued relative strength of the dollar means life could be a little happier for the next 12 months.

There is little doubt that the American economy is still the lynch-pin of car rental industry health. Other factors may have their ups and downs but on the international scene it is the purchasing power of the American customer which is crucial.

Happiness for a car rental company is a healthy world economy, which means that both the business and leisure travellers are on the move, and a healthy demand for motor cars. This latter point is important because, almost as much as being in the car rental business the companies concerned are in the used car market. If interest rates are falling (thus making the fleet less expensive to keep) and second-hand car prices are firm, a well run car rental organisation can be a very profitable business to be in.

Now the accent is on service. Swan National, for example, has produced a sales pack which is aimed at each sector of a corporate structure explaining services but which scarcely touches on costs other than pointing out the control

advantages of central billing and of doing away with pool cars.

European too, mentions costs but not in a price-competitive sense. "The most cost effective rental services are the ones that fully meet business travellers needs. An efficient, businesslike rental service has to have proper facilities..." It goes on emphasising the facilities for dealing with breakdowns, accidents, "a rental network should be everywhere."

The "everywhere" aspect of the major car rental companies is really aimed at attacking that sector of the market which still stubbornly takes a major slice of the market in Britain as it does in the rest of the world—the small local rental.

The major groups are working very hard indeed to overcome this competition, but working in a way which sometimes backfires. Local rates have so proliferated these days that finding out just how much it costs to rent a car can be a difficult task.

One rental company, somewhat shame-facedly admitted that in that one (American) city it had more than 130 different rates—it is not as silly as it sounds.

It was certainly one that led to charges that some companies were buying services.

Now the accent is on service. Swan National, for example, has produced a sales pack which is aimed at each sector of a corporate structure explaining services but which scarcely touches on costs other than pointing out the control

Arthur Sandles

Hoteliers aim to cosset corporate customers

HE WAS a hotelier with a problem. As general manager of a de luxe London property he had already faced the problems of the changing hotel scene with improved room facilities, new business travel technology and a wider range of restaurant operations. Now his guests were demanding a health club. Within a year or so of now, given that his investors will cough up further cash, some space will be nibbled off one of the catering areas and a tiny sauna and work-out room will be installed. The new, health conscious, breed of travelling executives will doubtless find details of the project in the room folder along with the local jogging route map.

The non-traveller may feel that to be a flippant comment on the hotel industry today. For the hoteliers, however, it is anything but flippant.

Health clubs, jogging tracks and high fibre menus are just the latest moves in a revolution in hotel travel practice which has been taking place over the past decade.

It is a revolution that has seen rooms enlarged—"even single travellers do not want to sleep in a narrow bed these days," says Holiday Inn—communications improved, club areas developed for regular customers, billing methods simplified and reservations systems made more sophisticated.

Central buying

However, that is to start the story by looking through the wrong end of the telescope. Taking a macro-view which is, I believe, the economic buzzword these days, the industry itself has been forced to re-organise. As corporate attentions have become more sharply focused on the bottom line so there has been a growing trend towards central buying, or at least central accommodation policies.

The inevitable result of this has been for most of the major groups to go for a wider geographical coverage, and for independent hoteliers to group themselves into ever widening marketing consortia. Hotels such as the Connaught in London, the Cipriani in Venice

or the Negresco in Nice will scarcely admit that the word "marketing" exists in the rough and tumble publicity seeking sense of the word—but all are members of the Leading Hotels of the World marketing group.

This "one member" philosophy has hoteliers, grand and modest, seeking like kinds for promotional purposes, and has the major chains eagerly filling what they perceive to be holes. Will Best Western's 3,000-plus chain long be without a Spanish link?

The growth of the chains and the development of hotel facilities and clubs are two prongs of the hoteliers' marketing efforts. The first, with its ancillary weapons of central billing, discounts and itemised accounts, is aimed at companies on their travel budget.

On their travel budget. The second is the company discussed elsewhere in this survey, to maintain brand loyalty from the actual consumers.

Hotel expenditure generally is the one major area of travel expense which most companies have considerable difficulty in monitoring. If they were honest, most would say that it is out of control. This position is generally "international" we think that employees who have to suffer the disturbance of constant travelling should be given a bit of leeway in their hotel expenses," or dismissed as too difficult. It is certainly true that most hotel bills give little credit in the restaurant charges as to the number of people involved or to the food/alcohol ratio.

What most companies settle for is a basic grading of the level of hotel for a type of employee. It is then a matter of trusting to luck that the three star hotel does not boast a three star restaurant, Michelin restaurant with bills to match.

At the top end of the scale, however, the pleasures of a luxury hotel living are seen as a corporate perk. "The sort of people that companies send here are the sort that those companies want to keep. They give them the best to keep them happy."

A. S.

Agencies hot foot for growth

WHENEVER your travel agent was a year ago there is a good chance that at the moment it is Thomas Cook, or Pickfords, or Hogg Robinson or... and all that without you having made a move. The British travel agency scene is in transition, is seeing a remarkable amount of consolidation as the major agencies strive to become more major. As Thomas Cook nudges its way towards 400 branches (it had only 198 in 1980) and rivals top the 200 mark an increasing number of independent retailers, particularly those with six-30 branches, are being swallowed up.

The retail end of the travel business has clearly decided that big is definitely beautiful and the stampede for growth is on with a vengeance.

It is very easy to be dazzled by growth, and indeed to be literally dazzled by the colourful brochures which the major groups tend to produce these days, but first one should examine why it is that this trend is taking place.

Initially, of course, it is because it is seen as a good investment. The travel agency world is one of good cash flow and better than average profitability when the throughput is high enough. It is also one where new technology has made enormous strides and thus one which has the capacity for additional traffic once a basic capital investment has been made is considerable.

Increased scale also means higher purchasing power and greater muscle in getting rooms and seats when they are in great demand.

Distinct areas

There are two distinct areas of demand from business travel agency users. The travel agency itself (the word is used in the widest sense) requires only that what is sought is provided quickly and efficiently. It is also required that problems be ironed out quickly.

This latter point is why companies are now turning to the concept of the panic line—a one-number service which means that when the flight from Dubai is cancelled and your next date in Singapore was with your biggest customer there is someone who will help you out.

That same traveller's employer, however, has different needs—and they generally centre around the problem of keeping tabs on costs and on travel patterns.

It is in this field that the growth of technology can be brought to the assistance of the user company as well as the travel agency. We have certainly reached the stage where a good travel agency ought to be able to provide a break down of expenditure on a regular basis in a highly detailed form. The problem is that surprisingly few companies have any system of dealing with this information even if they were provided with it.

The main selling point still tends to be price, even when price tends to be a secondary consideration when it comes to actual usage. Tell the chairman that the best flight leaves Luton at 1.30 am and his Ford Escort will be waiting at Rome's charter airport and he is likely to blow his corporate top. The come-on tends to be: "We negotiate on your behalf with major airlines, hotel groups and car rental companies in order to provide the best possible travel facilities at the lowest possible prices" (Pickfords) or "With hotel prices and car rental rates, the rate and the services you get depend on who makes the booking" (American Express).

But the companies know that the contract stays with the agency that provides what the customer really wants, not what he said he wanted when making the initial approach.

There is no escaping from the fact, however, that the complexity of travel these days, with the huge variations in rates and constant changes in airline schedules, the day when companies could do it themselves with any real degree of efficiency is probably over.

The increased sophistication of travel has led to the development of a whole new breed of travel agency, one which tends to turn its back on conventional holiday travel reselling and stick simply to the business of dealing with the corporate market. The four dozen or so companies which form the Guild of Business Travel Agents in Britain, for example, probably account for more than three quarters of the business travel out through agencies in the UK—certainly international travel.

One has to be deliberately coy about the actual size of membership; however. With corporate take-overs so much in vogue these days, they are busily gobbling each other up. The two agencies that are pitching for your business today may well be the partners of tomorrow.

A. S.

The Diners Club Heathrow Lounge. A place to keep your head when all around you others are losing theirs.

As airports aren't exactly the most relaxing places in the world, Diners Club have done something to help ease the strain.

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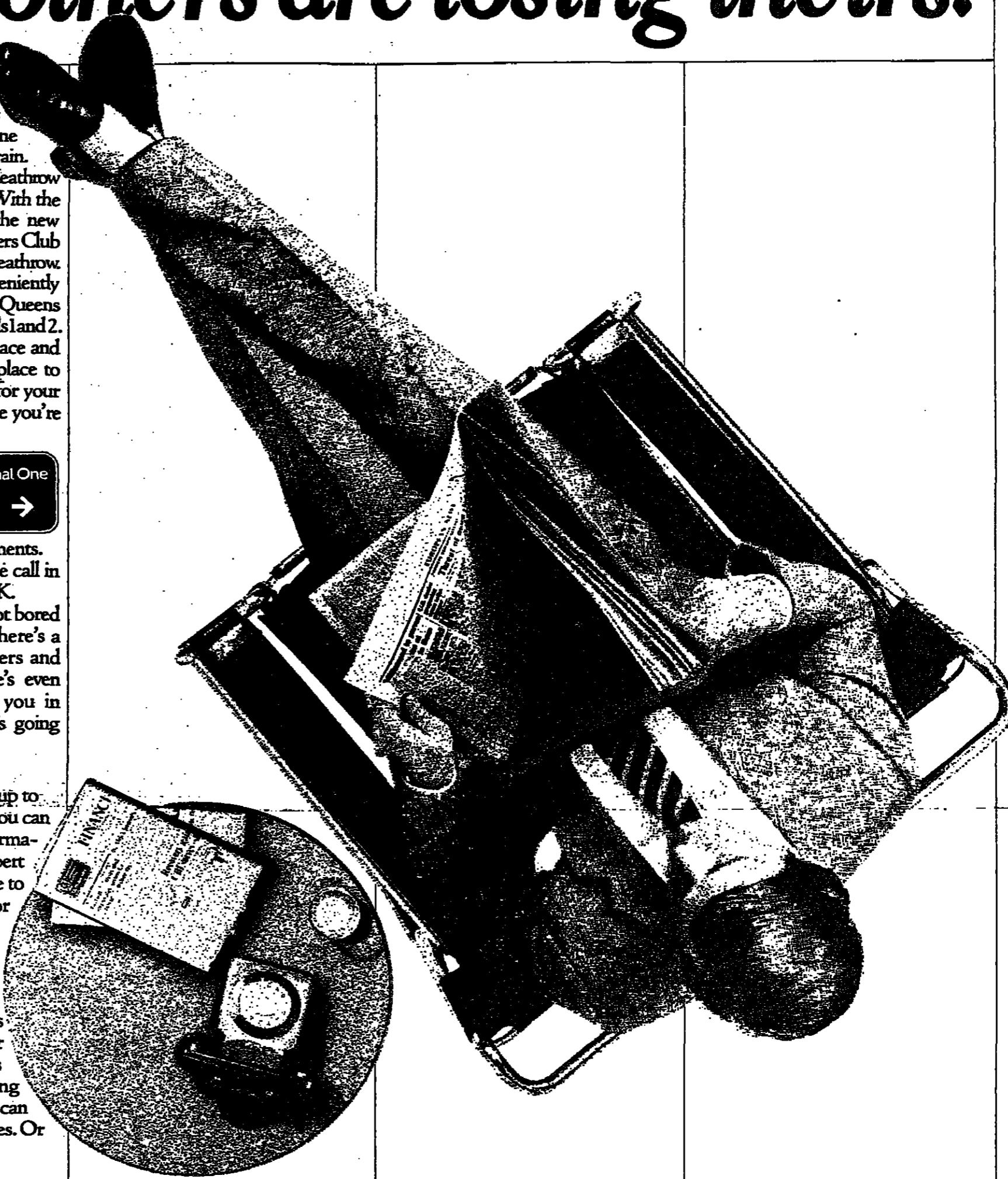
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Michael Donne on the up-market battle and the growth of chartering

Airlines woo the executive



First class cabin of a British Caledonian DC10 used by the growing band of business travellers

worth the money his company is paying, even though those conditions are still better than those endured by the lower-fare travellers at the back of the aircraft.

It is to these criticisms that the airlines are now devoting more attention. One feature of all the most recent advertising has been a concentration upon seating quality. Some airlines have gone quite a long way towards ensuring that their passengers in business class get treatment that, only a few years ago, was enjoyed only by the higher-end first-class travellers. Trans World Airlines is one such, and as a result is enjoying an unprecedentedly high volume of business class passengers on the North Atlantic.

British Airways' Super Club is also a considerable improvement on the former Club standards, and BA to its credit is planning to improve it even more. BA's own surveys show that business travel represents a large part of its overall market share, 30 per cent in 1982-83, with marked variations according to routes.

For example, business travellers across the North Atlantic accounted for about 37 per cent of all BA North Atlantic traffic, whereas to the Gulf they accounted for 60 per cent, to Japan 45 per cent and Australia 16 per cent with high business-to-economy ratios on routes in Northern Europe.

British Caledonian's Super Executive cabin is also a considerable improvement on what was available before.

What the airlines are at last beginning to realise is that the business traveller himself is becoming more demanding, more critical and more responsive to what is available in the market.

Allegiances

While on many routes direct competition is limited to two or at best three airlines, many business travellers are aware of their value as customers and are not shy about changing allegiances. The flag airline of any country cannot automatically expect to retain a passenger on nationalistic grounds alone.

In the UK, many businessmen in the Midlands and the North have found that it is quicker for them to fly to nearby Continental airports, such as Copenhagen, Amsterdam, Brussels or even Frankfurt, to join airlines there for longer-haul flights, rather than fly to Heathrow to join British Airways.

As the network of regional air services from UK points to the Continent expands, this changing pattern of business air travel will also develop further, bringing more competition not only to BA itself but also for the British Airports Authority, which is already finding the challenge from Amsterdam's Schiphol in particular a tough one to beat.

Some other airlines follow similar systems—the temptation to fill that middle seat with a fare-paying passenger too often proves too great, with the inevitable lowering of standards of comfort. The point that seems to be lost on many airlines is that all the free drink and food in the world does not compensate for inadequate standards of comfort, on any kind of journey, short or long.

The businessman is no fool: he realises that he is paying for some of the most expensive food in the world in either first-class or business-class. He does not mind too much if the standards of comfort are somewhat wanting. But he has to eat and drink in conditions that require almost the capabilities of a contortionist to make him doubt whether his journey really is

BANKERS' RATING OF WORLD AIRLINES

- 1 Swissair
- 2 Singapore Airlines
- 3 Lufthansa German Airlines
- 4 Cathay Pacific Airways
- 5 Japan Air Lines
- 6 Air France
- 7 SAS Scandinavian Airlines
- 8 British Airways
- 9 Qantas Airways
- 10 Pan American World Airways
- 11 KLM Royal Dutch Airlines
- 12 Finnair
- 13 Varig Brazilian Airlines
- 14 Thai Airways International
- 15 Trans World Airlines
- 16 American Airlines
- 17 Alitalia
- 18 British Caledonian Airways
- 19 Malaysian Airlines System

INSTITUTIONAL INVESTOR.

Punctuality counts among the bankers

THE MOST significant assessment yet made by an independent group of businessmen of the qualities of different airlines is probably that by Institutional Investor, the U.S. business journal.

In its March issue, the journal reviews the opinions of a group of 175 senior bankers from 34 countries, each banker being either chairman or head of international affairs at a major bank, and travelling first-class. They were asked to determine which airlines were to be rated at all, and what criteria should be taken into account.

According to Institutional Investor's banker panel, nine of the world's best airlines are European, distinguishing themselves from their competitors by a combination of punctuality, convenience of schedules and in-flight service.

Six carriers from the Asia-Pacific region finish in the top 20, including No. 2 Singapore Airlines. Cathay Pacific (No. 4) and Japan Air Lines (No. 5). U.S. carriers fared less well, with only three in the first 20 and none higher than No. 10.

As the number one airline overall, Swissair, is the top favourite because of its one-time record. Swissair also wins praise for its schedules to Europe and between the Continent and North America. It is also cited for its in-flight service and overall cleanliness.

Number two, Singapore Airlines, has become something of a legend for its in-flight service, and its stewardesses are singled out for special praise. SIA also gets high marks for its airport service, especially when it comes to arranging last minute changes in passengers' schedules.

Number three, Lufthansa, is credited for punctuality, aircraft cleanliness and in-flight service. Other survey highlights include special praise for the sleeping accommodation on board Japan Air Lines, rated number five overall, while many panelists liked its cleanliness. British Airways is ranked eighth, but this is largely due to the Concorde services across the North Atlantic, much used by bankers and other top executives.

Taxis take to the air to save time



Winston Churchill, MP, chairman of Gatwick Air Taxis, with the company's Cessna Conquest L. The twin-engined turboprop provides rapid connections between European centres.

Throughout the world, businessmen are increasingly taking to the air in small, light transport aircraft either owned by, or chartered on behalf of, their companies.

This concept of "business aviation"—as opposed to "business travel"—on the scheduled airlines—has been winning favour for some time, despite the economic recession which severely reduced the volume of direct sales of small, light transport aircraft.

There are now emerging signs of a recovery in such sales, albeit faint, and there is every hope that throughout the rest of this decade, not only will more and more companies take to the air in their own aircraft, but also that an increasing number of executives will become protagonists of this form of aviation.

The reasons for the growth in the use of company-owned aircraft primarily are the greater convenience and time savings involved, by comparison with the scheduled airlines, together with a significant saving in costs. For many companies with large numbers of executives who are required to fly frequently, especially on short-haul routes in Western Europe and the UK, the outlays on scheduled air fares can be substantial, even where use is made of "bucket shop" or discount and other cheap fares.

Freely also the scheduled airlines' timetables are inconvenient for business meetings, especially where executives from different places have to come together. In many cases, also, the location of the nearest airport remains inconvenient, requiring further travelling on the ground by car, often in congested conditions, to reach scattered plants or offices.

A company aircraft could often do the journey faster, land closer, and be always on hand when required. There are many hundreds of small airports around the UK and Western Europe which can be used by smaller transports but which are ignored by the scheduled airlines.

For these reasons, the concept of the company-owned aircraft in business aviation has come of age.

One is the simple direct ad hoc charter of an aircraft from an

air taxi operator either for a day or longer periods.

The Air Taxi Operators' Association of the UK comprises close to 50 member-companies specialising in the provision of fixed-wing aircraft and helicopters for a wide variety of tasks, with the transport of business executives virtually always at short notice a major feature of their activities.

These member-companies of the ATOA all operate to a strict code of conduct and the highest standards of safety as laid down by the Civil Aviation Authority.

They are also prepared to arrange contract-hire for lengthy periods, or arrange complex itineraries, to meet the specific requirements of a business or industrial organisation.

The costs involved in buying an aircraft outright, or chartering, are widely varied, depending upon the distances to be flown, the type of aircraft involved and the number of executives involved and the frequencies of flights required.

Quotations are obtainable from all the companies in the ATOA, while for companies anxious to study in greater detail the possibilities of buying, the manufacturers of aircraft and their authorised dealers are willing to help.

The ATOA is based at Clembro House, Weydown Road, Haslemere, Surrey.

Incalculable

These costs undeniably can seem high, covering not only the purchase of the aircraft, and the payments for a professional aircrew, but also maintenance and ground handling. But

there are annual savings in other costs—scheduled air fares, overnight car, hotel and other bills—and perhaps also the incalculable but nevertheless highly significant savings in wear and tear on executives' health, and the very large savings in time—the cost of a company aircraft can prove comparatively low.

For companies not wishing to invest directly in aircraft of their own, there are various other methods of becoming involved in business aviation. One is the simple direct ad hoc charter of an aircraft from an

Putting on the Ritz all the way to L.A.

AIR NEW ZEALAND'S RITZ OF THE SKIES SERVICE TO LOS ANGELES AND NEW ZEALAND ONCE AGAIN CAME TOP IN THE LUNN POLY BUSINESS CLASS SURVEY.

AIR NEW ZEALAND

BUSINESS TRAVEL V

Allan Beaver looks at the ways that larger companies can get a firm grip on travel expenses

Where a company can save money

TRAVEL AGENTS and their company customers have become obsessed with discounts in recent years. The Guild of Business Travel Agents (GBTA) formed a committee to discuss this problem last year, but it has yet to make its report. The rivalry between the major travel groups has become so intense that one solution is virtually impossible.

The flames of the discounting fire have been fanned during the '80s by incentive commissions paid by the airlines for bulk business. Too late, they realise that much of this business has merely moved around and little new traffic has been created.

To reach ever-increasing targets as to earn the magic extra commission, the big companies are forced to get bigger and the tendency has been to tempt business away with the aid of discounts.

Discounts on monthly travel bills or at the end of the year may be at the level of five per cent but this is unlikely to go on for ever, for this is probably more than the net profit the travel agent can make.

It is now over a year ago that British Airways was rumoured to have recommended to the GBTA that discounts should be no higher than 2½ per cent, and even then, only offered to accounts above £250,000 per annum. The airlines, if they choose, have the power to enforce a plan of this nature, since they are exempted from the general laws of price maintenance.

Organisations like the guild, however, cannot agree to enforce a maximum level of discount, because that would probably be a restrictive practice and therefore illegal.

There are, however, ways in which corporate travel expenditure can be curtailed. Commissions on these will usually save a company far more than by pressing for an extra half a percentage point discount.



Computer Communications DFAS ticketing accounting systems. In the foreground is a printer loaded with continuous netural ticket. Behind are several printers producing itineraries and invoices. Behind that is another ticket printer and Digital PDP 11 computers.

Keeping air fares down

AIR SEATS are just like sacks of potatoes. Offer to buy a large quantity and the price comes down. But there, unfortunately for most of us, the metaphor ends for you can go direct to a producing farmer to buy these potatoes.

Air seats are not usually sold at cut rates other than through at least one and sometimes several middlemen so that it pays to go to one of the big companies.

They all have central air fares departments through whom business travellers can get lower prices than are available direct from the airline or through any independent travel agent. Sometimes the travel agency group will have negotiated to supply air tickets at the APEX rate but without the business traveller having to suffer the normal restrictions on this type of trip.

Information concerning many of the cheaper air fares is usually disseminated to the branches of the multiple travel groups by means of a Prestel Closed User Group or through access to the main computer on a private Viewdata basis, for example Lunn Poly's BORIS system. The Thomas Cook system, in my view, is marginally the best at the present time, with American Express Lunn Poly and Hogg Robinson not far behind. The launch of a similar system by Pickfords is imminent.

Access to a fares unit providing details on cut-rate fares is a vital link which must be available if company travel costs are to be kept down.

Analysis of travel costs

A THOMAS COOK air fare savings report or a Lunn Poly Air Travel analysis would be useful to show where further savings might be made.

Once data has been captured electronically, an analysis of this nature becomes possible.

The most effective way to achieve this is by means of the Computer Communications (CCL) Document Printing and Accounting System (DFAS).

Around 200 of these systems are in use in UK travel agencies, automatically producing air tickets, invoices, itineraries and end-of-month statements.

At present, Hogg Robinson capture the data required for analysis from the CCL DFAS transmittal file, and use their

number crunching main frame. But CCL are developing software which they hope will be able to match the Thomas Cook system.

The new American Express Business Travel Account system was launched several months ago, and this too captures information in a way which makes available various management reports. At the very least, companies have a right to expect accurate statements of account with no errors.

Since the production of invoices and statements flows automatically following ticket issuance, a CCL DFAS system can only show the price actually printed on each ticket, for which a charge is being raised.

Hotel corporate rates

A LARGE company has probably contracted low price corporate rates with several multinational hotel groups.

But better prices may be available through the major travel agency multiples. Certainly small organisations should take advantage of the rates offered by American Express, Hogg Robinson, Lunn Poly, Pickfords or Thomas Cook which will provide substantial savings not obtainable through an independent travel agent.

HR, TC and Annex each claim their hotel company franchise is the best available to the British business traveller. Each organisation can quote parts of the world where they are the best, but the huge savings, compared with ordinary room rates, are similar whichever big agent you use.

The Amex programme is typical, featuring over 2,000 hotels in more than 120 countries, in a 60-page booklet given to all their travel service clients. Rates are discounted by up to 30 per cent at a selection of deluxe, first-class or budget hotels. When superior rooms are available, Amex clients are automatically upgraded, while reservations are guaranteed.

Cut-rate car hire

THERE CAN hardly be any major British company requiring a substantial amount of car hire, that has not already been negotiated direct, big discounts on the standard rates. The travel agency chains have also come up with good deals, which the smaller agents cannot possibly match.

The offers by American Express, Hogg Robinson, Lunn Poly or Thomas Cook are similar, although the car operator often varies.

Amex, for example, state, "we have negotiated an arrangement with Avon offering your company a reduction of between 10 and 35 per cent on Avon published rates." All of this type of deal includes guarantees of the ordered car or one better at the same price, and easy drop-off, with the bill, less discount, finally arriving at the user's office.

The structure of some parts of the travel industry is strictly controlled, the end purchaser being unable to gain a discount for bulk purchases by going direct to the supplier. Car hire operators seem to have gone to the other extreme, and it seems to make little difference to them how they sell their product as long as they get their planned net income.

Discounts on rail fares

LAST YEAR British Rail introduced Travel Key, yet one more charge card to add to the vast amount of plastic credit travellers already carry.

The initial offer of 5 per cent discount on rail travel purchases for 12 months only applied to cards issued by the end of last year, but this has now been extended.

Unfortunately this key card unlocks a trapdoor, into which the unwary can all too easily fall. The card provides 10 per cent off accommodation at a huge range of hotels throughout Great Britain as well as 15 per cent of the cost of hiring a car from Godfrey Davis.

Bookings through a major travel agency group, however, as already explained, probably provide for bigger discounts than these through their corporate rate programme.

Of course, if the company account is big enough, the discounts which organisations will have negotiated direct will be higher. Most travel managers subscribe to the industry newspaper, Travel Trade Gazette in order to keep fully up to date.

Naturally, they find it essential to know how much commission travel agents are earning in order to negotiate their own deal. ITG explained that ER introduced a new commission scheme for travel agents in 1984. Outlets with a turnover greater than £100,000 last year are now earning 11½ per cent commission, those over £40,000, 10½ per cent, and below this 9½ per cent.

These margins are very slim considering the small size of most transactions. Quite apart from this, the cumbersome reservation methods might involve travel agency clerks in an hour of telephoning at busy times.

Several months ago, BR gave

commission to agents to place ticket books with their company accounts, a practice which has been going on for some time, usually.

Now it is out in the open, companies can make a judgment concerning the costs of their own staff undertaking this chore, associated with an agency discount on rail travel, compared with payment in full or at a smaller discount and issuance by the agent.

The prime consideration should be the provision of the best possible service to the business traveller.

Travicom system

A TRAVEL office staffed by implant clerks and fitted with a Travicom automated air booking system, implies some of a travel agent's work is less efficient than the operation of a business travel centre. So, if a company could manage perfectly well without its in-house travel office, abandon it and share the reduced costs. Dependent upon experience, implant travel clerks are probably being paid between £5,000 and £8,000 per annum, on top of which must be added 15 per cent national insurance.

Travicom Apollo terminals cost £1,050. There is a licence

and connection fee of around £1,452 a year. It is most efficient to have a direct data line connection, which costs on an average basis a further £1,800 a year.

The alternative to this is a dial-up unit, not permanently connected. If this is used to access the less sophisticated Travicom Traveller Viewdata system, it costs only £450 pa plus telephone call charges.

Added these figures together and you can see why it is that a travel agent may well attempt to service an account transaction £500,000 a year with only one implant operative, for two such employees plus the necessary apparatus could make the account unprofitable.

Non-cashable vouchers

"IF ONLY my salesmen showed as much integrity at selling our services as they do in composing their expense accounts, we would lead the market worldwide."

Of course, this comment concerning the lurid works of fiction composed with unfailing regularity, could have been made by many companies.

One way to control travel expenses is to use non-cashable vouchers and tickets instead of

reimbursing travel expenditure. Some redundant executives are supplementing their dole money by going to two or three interviews a week, in parts of the country far distant from their own home. If you send a British Rail warrant, this can only be exchanged for a travel ticket. If the warrant is not used then it costs nothing.

The same applies to ticket on departure arrangements at airports. It is important to make sure that air tickets are always written on a "non-refundable" basis, so as to prevent encashment.

Companies would find it better to cease issuing airline Miscellaneous Charges Orders (MCOs) and instead instead, that items such as excess baggage charges are paid for by credit card. Even when an MCO is clearly specified as being only for excess baggage or some other specified service, when it is rewritten in some far-flung part of the universe, the MCO may become of more general use.

Extended credit

"IT COSTS nothing to borrow

department. You may discover that it is better to leave well alone.

must pay airlines by the 15th of the month after ticket issue, otherwise their LATA appointment may be withdrawn.

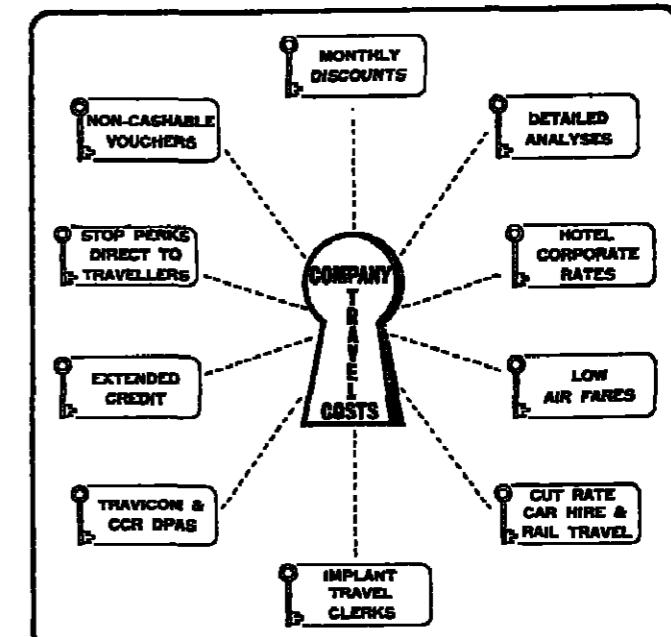
There is no way of avoiding this payment date, and your agent starts paying overdraft interest, or else earns less investment interest, if you pay later. For the sake of simplicity, consider an interest cost of 12 per cent pa, which is 1 per cent for every month an account is overdue.

Travel agents' revenue on business travel varies between 9 and 11 per cent. When customers pay an invoice with no other accounting, profit levels are probably between 4 and 6 per cent of turnover.

The cost of invoicing and collecting reduces these figures by around a half per cent for a monthly account.

The high clerical cost of debt collection as accounts become considerably overdue, may cost yet another half per cent. Thus, the administrative cost gradient, taken together with interest charges, rapidly whittles away the profit on a business travel account.

How promptly does your company pay its travel bills? Before you embark on discussions with your agent, which you hope will lead to better terms, you need to pay a visit to your accounts



Points are generally awarded based upon the down mileage of each journey.

These schemes, however, are only operative the other side of the Atlantic, and to qualify an address must be supplied in the U.S. from which a traveller can pretend he operates.

If a particular airline, with which a traveller is building up a points credit, happens to offer the cheapest deal, all well and good. But it must be the price that the company pays, together with the business requirements of that particular trip, that are the major criteria being considered when selecting an airline.

Perks for travellers

SHOULD PERKS be given

direct to travellers?

The answer depends entirely on whether the seduction conflicts with the interests of the company originally paying the travel bill.

Most U.S. airlines encourage loyalty by offering free or reduced-rate travel and holidays to a business man and his wife.

The Best Last Flight Of The Day Is Back. Pan Am 19.00 To New York.

Pan Am has some good news for European business travellers.

The 19.00 flight from London to New York is back.

As it departs from Heathrow at the end of the day it's an easy connection from most European cities. It also means you get more time in the office before leaving.

Then, after an enjoyable journey aboard a luxurious Pan Am 747, you arrive in New York at 20.45. In time for a good night's sleep.

But it's not just the timing that makes this flight the business traveller's best choice.

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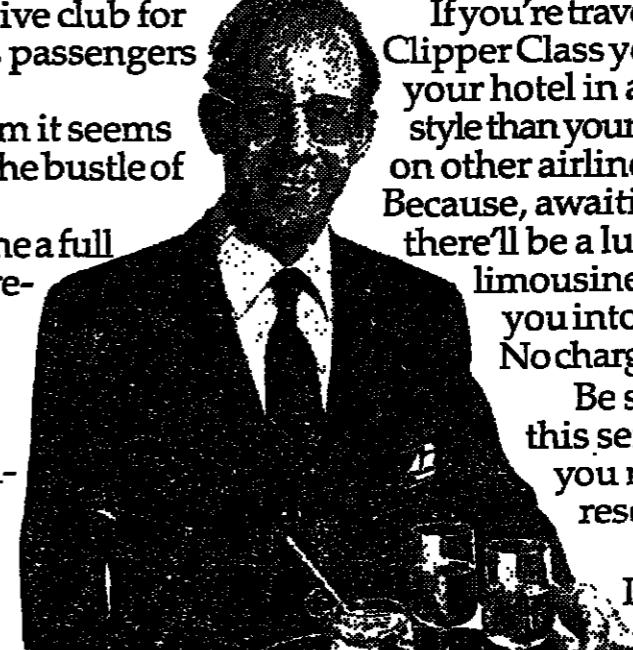
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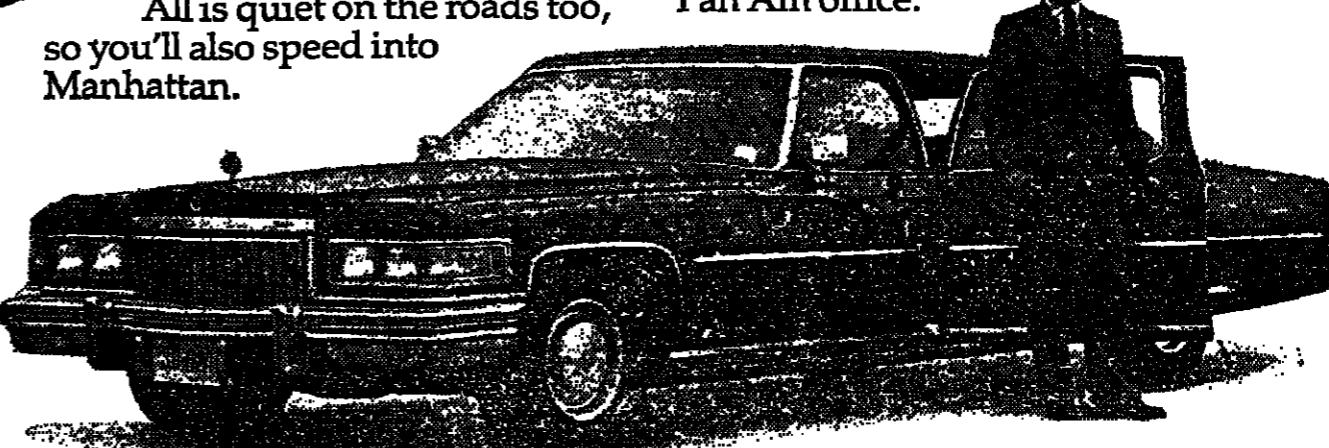
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BUSINESS TRAVEL VI

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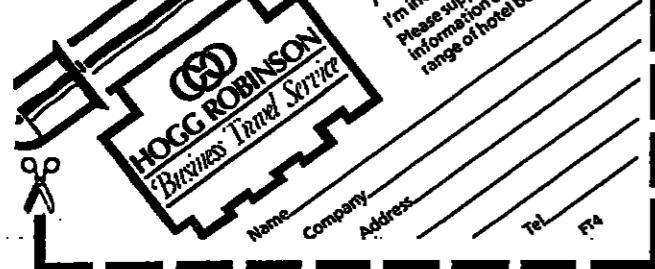
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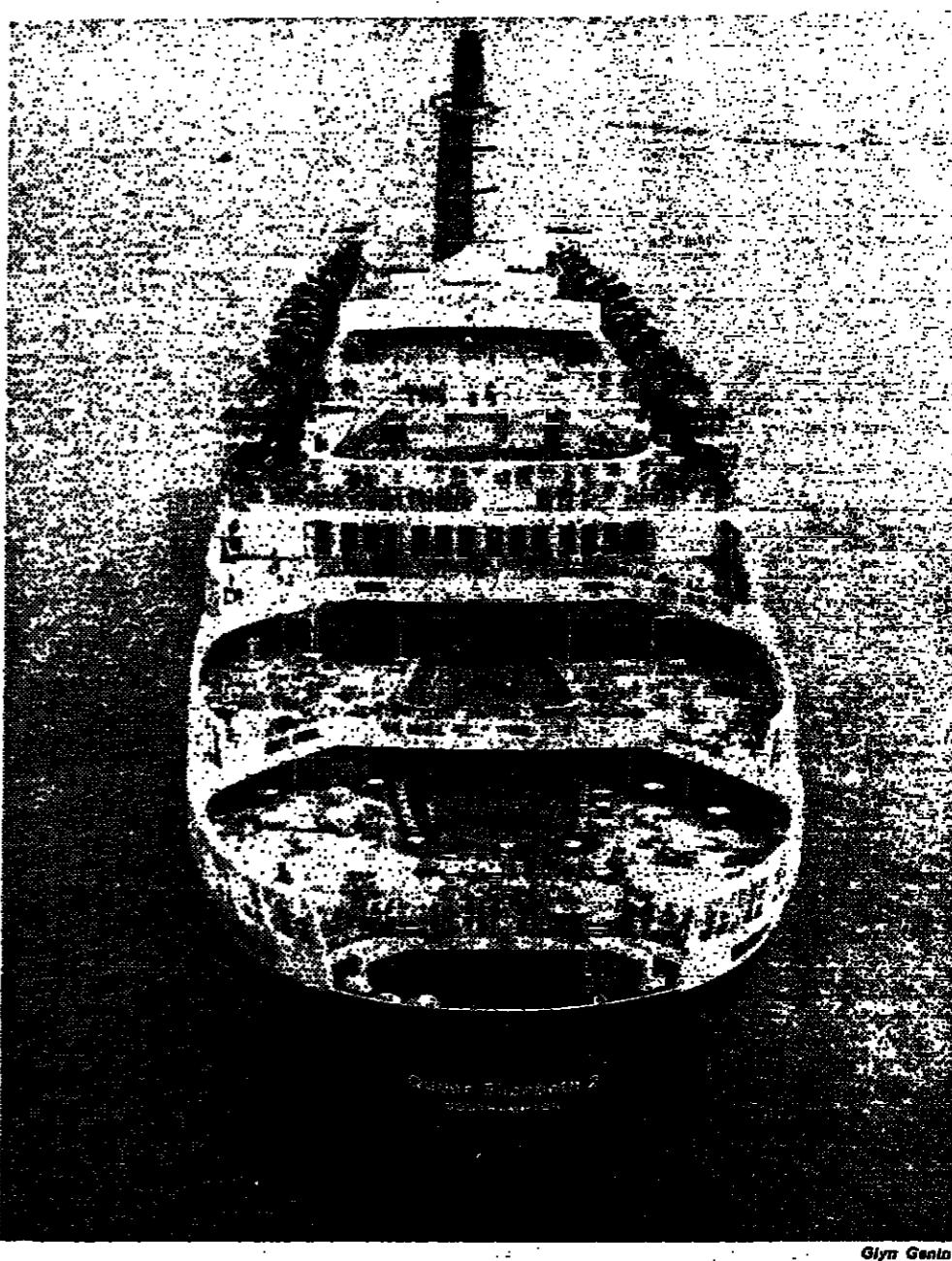
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JAT



FT writers discuss business entertaining in important cities on this and the next two pages

It pays to ignore the UK knocking game

THE BRITISH, so they say, are masters of understatement and love telling jokes about themselves. The foreign business visitor may note the first—a "modest" house may mean a mansion; "not bad" usually means "exceptional—but should be cautious about the second. Any UK citizen is likely to launch into woolly stories about politicians, our unions, our products. Do not be fooled, and certainly do not join in. If you voice your own unfaltering views on those subjects the atmosphere may turn a little icy, unless we really want you to place the order.

UK business entertaining tends to be non-intrusive, and your host will be disquieted by over-enthusiastic gratitude. Assuming your visit to be on a one-to-one basis rather than as part of a group, it would not be unusual for the host to involve wife or husband.

"Let's start with drinks at my flat" would be normal, before proceeding on to a nearby restaurant. You do not need to take a present on such occasions, indeed it would be embarrassing. If you must take some chocolates or flowers for the hostess these will be graciously accepted, but a thank you note or flowers the next morning are much more the local practice.

Self-drive company cars are the norm in the UK but it is possible that your host will not have a chauffeur driven

vehicle unless he is of elevated status. In central London it would therefore be quite normal to ask you to make your own way to the flat/restaurant being suggested.

Night life

You may be offered some night life afterwards but this is unlikely and, unless it is at a club such as Annabel's you would be wise to decline. London is not at its best after midnight.

The British do little breakfast entertaining, but a great deal of lunch-time business. Business lunches are tax deductible. If you are invited to a business lunch make your next appointment at 3 pm at

the earliest. 3.30 would be safer. The British themselves make up for this by happily working late.

"Events" feature heavily in the British business scene. If your host casually offers an Ascot box (horse racing), a Wimbledon ticket, an opera seat or entertainment at Henley (rowing) accept with grace, it is costing his company a fortune.

Discreet

If you are invited for a shooting or fishing weekend or a weekend at a country retreat, you are being done a great honour. The British try to keep their business and private lives strictly apart.

If you are doing the entertaining avoid the extortions. The British secretary is usually discreet and helpful so call your guest's helper for some useful tips on where they like to eat and what they like to do.

Blatant bribery will cause deep offence but the more obvious approach—"why don't you and your wife come over to our Chateau for the weekend, the rest of my board will be there"—allows the customer to accept or reject without ruffled feathers.

In dress, aim for conservatism. In the UK it is always better to be too formal rather than too informal. A dark suit will not upset the pop group, but Bermuda shorts would rock them in a city bordello.

Arthur Sandles

Food plays a major role in France

FRENCH BUSINESS entertainment can be summed up in one phrase: good food. In a country famed for its cuisine, it is hardly surprising to find that most forms of business entertainment are focused around lunch or dinner in a restaurant or at someone's home.

A spectacular example of this form of entertaining is the way in which the major French enterprises involved in France's high speed train technology have been promoting their product. Potential customers of the train de grande vitesse (TGV) as the high-speed train is called are whisked down from Paris to Lyon, launched at Paul Bocuse, the celebrated three-star restaurant outside Lyon, and then whisked back to Paris. The Governor of Florida and a large delegation of American officials were treated to this ride the other day as France continues in its efforts to sell the TGV to the U.S.

More conventional characteristics of business entertainment in France are the inevitable lunch or dinner in a well-heeled restaurant; in Paris a visit to one of the big show-

places like the Lido or (for Americans and Japanese visiting executives in particular) the Crazy Horse often rounds off the evening.

The French are keen to show off their cities and regions and will often mix a business visit with some sightseeing. Increasingly, they also like to hire a local chateau or historic hall to entertain large parties. They are also far more hospitable than often imagined and their homes are open for business contacts.

Best tip

The best tip to anyone being entertained in France is to speak or at least try to speak French. It has long been the passport to success in France for foreigners to do business in French when in France. Even if one is not so fast with the intricacies of French etiquette (and the French themselves are normally very tolerant towards foreigners), it is a big plus to speak to your host in French.

The French are in general

formal — this is more true in the north than in the south where the Mediterranean temperament prevails over the strictly French conventions — and it is a good idea to be in turn formal, understand and openly appreciative of the hospitality being given.

The French like to lavish compliments and expect to receive compliments back. Under the usual rules of French etiquette, you do not normally bring a present when invited to dinner at someone's home but you do send a gift afterwards. Nonetheless, it is better to bring a gift with you to dinner rather than forget to send one later.

Apart from speaking in the native language, it is also extremely helpful to avoid criticising openly all things that are French with the exception of politics. The French like talking endlessly about politics, but they are also chauvinistic. Even if this chauvinism can become irritating at times, it is a good idea not to show it.

If you play along with this

The formal touch is welcome in Germany

THE GERMANS are reputed to take their pleasures seriously. That is at best a half truth, as any visit to the Rhineland "Karneval" or the Munich "Oktoberfest" will show you. But it certainly applies to their business entertaining, where the practical aim of the contact remains firmly uppermost, however relaxed, in principle, the surroundings.

For the foreign business guest the golden rule is: you can never be too formal. Naturally if you are invited by your German host to supper at his home you would wear a dark suit. You would also expect to take flowers or chocolates for his wife. But do not be taken in by invitations to a "relaxed, informal" evening at a "typical little restaurant" with a few other business friends. If

you turn up in less than formal attire, you are likely to be in an embarrassing minority of one.

Another point—in Germany it is more than usually easy for the unwary to outstay their welcome. However excellent the cognac after supper, however enlightening the conversation about business prospects—the Germans are early risers and generally abhor getting late to bed.

When the clock strikes 12 guests are wise who spring up together from their places like hamsters in a piano forte, offer copious thanks and depart at speed.

For the same reason most business guests are unlikely to be invited to sample local night life into the early hours—or if they are, it is probably in the

expectation that the offer will be politely turned down.

At least some regional qualifications need to be made to these general rules. In Berlin your host may well turn out to be more free and easy than his equivalent in the Federal Republic itself. Perhaps it has something to do with the (no exaggeration) unusually crisp Berlin air, in which hangovers dissolve delightfully quickly.

Culture

In Munich, too, there is often less formality than elsewhere—but the foreigner should not try to push his luck on that score too far.

Germany's major business centres, like Frankfurt, Dusseldorf, Hamburg, Munich and Stuttgart, all have high quality opera and concert performances on offer—and, somewhat less

high quality theatre.

If your German host proposes a wine do not refuse even if the programme is not wholly to your taste. That goes all the more for major fests like Bayreuth, where tickets are expensive and hard to come by—even for German companies with relatively big entertainment budgets.

At least one English businessman is now rising the day he turned down, as politely as he could, an invitation from a German business contact to Bayreuth.

He shuddered at the thought of four and a half hours of Parsifal; but he also discovered that the excellent German connection he thought he had somehow faded away. Sometimes service for a company involves the most extraordinary sacrifices!

Jonathan Carr

He shuddered at the thought of four and a half hours of Parsifal; but he also discovered that the excellent German connection he thought he had somehow faded away. Sometimes service for a company involves the most extraordinary sacrifices!

Jonathan Carr

In Italy you can say it with flowers

IT WAS EITHER YOUR QUOTE OR THE MOULES MARINIERE ARE DODGY



BUSINESSMEN coming to Rome expecting to sample a slice of dolce vita in its night life will be disappointed, although there are signs of a revival of that Fifties cult. Nightclubs have become places to show off the slim figure produced by a hard day of aerobics rather than havens for minds like weightlifters matters.

"In my time, one went to meet the people who really counted, from Gianni Agnelli downwards," sighed a blonde star of a cafe society of the 50s and 60s.

However, life does not come to a stop at 11 o'clock in the larger cities of Italy. Beppe Piroli (financier and playboy) taking advantage of a great wave of nostalgia for the Fifties, has opened a new club in Milan, the Caffe Roma (a la Aeronca, Brera). One feels entering that one has walked into the film-set for Casablanca, complete with the negro pianist and the owner trying hard to look like Bogart.

This is a carbon copy of a club he opened in Los Angeles early last year. He feels that night-life is starting again after a dark period of economic crisis, in which fears of terrorist attack, kidnapping or mugging—or the relatively minor inconvenience of having your handbag or mink snatched—have kept people at home.

However, not only the political scandal, but the centre of the film industry, always considered its second only to Paris in terms of jollity. Here, too, the smartest nightspots rely heavily on the Fifties for their decor.

Top of the list is the Open Gate, just off Piazza Barberini and near Via Veneto (the centre of Rome's nightlife in the Sixties). The premises have now been acquired by Gaumont and the club reopened last spring. Brilliant lighting, comfortable sofas, a fine dancefloor and a restaurant offering lobster or caviar souffle (very popular with visiting sheikhs)—the only people who can afford it—and a champagne-bar with other 40 different types of spumanti (sparkling white wine).

Three other thriving clubs are the Jackie-O (which has been a famous venue for the well-off bourgeoisie for 20 years), the Ottavio-Quattro and the Penta Blu.

A less demanding and more usual evening in Rome might start with a drink at Harry's Bar on the Via Veneto (the most frequent business meeting place). It is usual, incidentally, to send a car to pick up a visiting business acquaintance—taxi not being quite what they are in London (the rate of tipping is the same however). Then perhaps dinner at Pizzeria (the Rome's historic "ghetto" and famous for its Carciofo Alla Giudea or Al Moro, both offering high quality

"In" being taken out to lunch today.

Everyone who counts is brought with presents at Christmas: a banker friend was desperately embarrassed by a gift of 10 gold coins, and another friend married to the president of one of the state conglomerates here spends most of January solemnly returning to send all her husband's large Christmas presents.

Jennifer Grego

BUSINESS TRAVEL VII



The Wall Street area of Manhattan

Fashion-conscious habits in U.S. homes

FOR ALL their level-headed pretensions and drab wardrobes, American businessmen and their social habits are as fashion-conscious as punks and punks. Where punks set their style by New England mail-order catalogues and punks follow pop stars, the President sets business fashion. Wardrobes change with administrations, and with the wardrobes go the nation's social habits.

In these conservative times suits are more presentable than ties. With more jackets and trousers, American women have won the right to wear slacks where a dress would once have called for but growing numbers of women don suits with ties—bought from shops devoted to such attire at exclusive prices—in an effort to be more formal than feminine.

With more home entertainment, Americans wonder whether they are being informal with business colleagues or letting business intrude into personal life. Such gatherings pose questions of just how informal to be, with the result that often only the host is with out a tie.

Flowers or a bottle of wine are always appropriate for the hostess and much less embarrassing than seeing the next guests arrive laden with favours you neglected. Personal questions are a staple of American conversation and can be deflected with an offhanded comment,



causing no offence.

Home entertainment is rarely intimate, ordinarily involving at least three couples, but it has a cache that eating out lacks. In harder times, companies became more tolerant of credit-card charges as salaries did not rise.

With plastic remuneration, the host using a credit card is himself a guest of the company. The guest merely gives them both a chance to be taken out.

People now even have breakfast on the company. Popular New York business hotels recommend early morning reservations. By 8 o'clock deals are being struck over

Frank Lipsius

Singapore's relaxed approach pays off

SOMERSET MAUGHAM, Joseph Conrad and Kipling are not recommended reading for businessmen who intend to do serious business in Singapore. Official handbooks on the country's development and growth over the last 25 years would be more appropriate.

Singapore is not an outpost of the empire, complete with coolies and tow kays (managers) in the godowns.

The journey from the modern and efficient Changi airport to the Manhattan-style business district should make that point. Official statistics do not, but Singapore's business still complains of the superior attitudes struck by too many visiting British businessmen.

Some of the worst offenders are those who were still toddling when the Republic received its independence, and who, no doubt, reward them selves as enlightened.

Suggestions that matters are handled better at home than they are in Singapore will not be welcomed. Singapore businessmen are well aware that theirs is a new country, with some edges to be knocked off, but continually pointing it out does not win contracts.

Arrogance

Singaporeans, particularly civil servants can also show a strong line in arrogance. This could be a defensive attitude reflecting the youth of the country, but it doesn't make it any more pleasant.

Shouting at minor officials is no help (is it anywhere?), but a quiet voice and a smile through the bars of the office counter can effect pleasant changes in attitude.

The British businessman in Singapore can be all too easy to spot. He is that character sweating in the sun and the standing in line for a taxi outside the Ocean Building in the business district. If he is a merchant banker, then he is probably wearing a stiff collar as well.

He might feel that business isn't really business unless it is conducted in a pin-striped suit, but it is not a belief that

is shared by many local businessmen.

Singapore is just off the equator and unless meetings are extremely formal, its climate is reflected in style of dress. A tie is normally formal enough, although it would do no harm to regard first meetings with senior government officials or civil servants with the power to grant permits, contracts or financial aid, as extremely formal.

In a restaurant, those extras can mount up. All the usual credit cards are accepted.

Taxis are very cheap, but like the rest of the world, are not always there when most needed. Waits are longest in early evening or when it is raining.

Exchanging business cards is as common as it is in Japan. A Chinese language translation on the reverse can be useful.

Forms of address present few problems. If a Chinese has westernised his name from Lee Toh Fong to Michael Lee, it is Lee or later on Michael. If he has not, he is Mr Lee, until it is appropriate to call him Toh Fong. Your Malay associate, Abdul Aziz is formally known as Mr Aziz, or Endek Aziz and later as Abdul. But if he carries a title such as Tan Sri, or Datuk, this is in the restaurant rather than in the office.

Citizens of Singapore are Singaporeans, and must be regarded as such. But Singaporeans are also Chinese, Malay and Indian and despite the image of one nation fostered by the Government, old traditions, customs and religions can run deep.

This does not mean that a crash course in Mandarin or Malay is necessary. Anyone that a British business visitor will deal with on a professional level will speak English. Occasionally a certain amount of Singlish will creep in. "Can you do it?" "Cannot lah."

Just as it would not be polite to offer pork to Jewish associates in Britain, it would be common sense not to suggest it to Malay Muslims, nor to ask a Hindu to join you in a rare steak.

The Chinese have few taboos on food, but the lingering business lunch, with brandy, coffee and cigars is rare. If there is brandy it comes with dinner, and is drunk with the meal, not after it. When the mood is right, there are Chinese businessmen who like to indulge in large quantities of the stuff—XO (a popular brand)—of course.

Ray Heath

Swiss ready to talk at lunch

FOR ALL the myths about the hard-headed, sober-sided Swiss, business does not have to take place at half past seven in the morning in an antisepic office among the rubber plants.

Entertaining and being entertained are very much a part of executive life in Switzerland which is hardly surprising in view of the country's tradition as a classic tourist centre.

Business entertainment is to a large extent a matter of eating out. At the last count, there were some 22,000 restaurants and hotel dining rooms in operation, even excluding the 2,000 tearooms (the Swiss, for which is, incidentally, "tearooms").

The Swiss who dine out frequently are good judges of a good meal. Nor is there much fear of going wrong, since almost all respectable restaurants and most run-of-the-mill places are at least adequate and at best excellent.

It is perfectly normal practice for a business visitor to Switzerland to be asked for a talk over lunch—and equally acceptable for him to invite his Swiss opposite number. This is usually a much longer and more sophisticated meal than the quick-cook-roast-beef-and-witch-platter beloved of American business travellers. The British club lunch, typically starting at 12.30 and ending at two or after.

The best bet is generally something relatively light and local, such as a veal dish or lake fish, together with a light red or white wine. Salad, often served from the trolley, is taken in German-speaking areas before and in the Suisse Romande after the main course.

Dessert is optional but a coffee or even two after the meal virtually de rigueur. This is also the time when everyone has got down to business.

Exception

If you are the host, remember that Switzerland is not one of the world's cheapest countries.

The grill rooms of five-star hotels tend to be very pricey.

However, just about every restaurant takes credit cards.

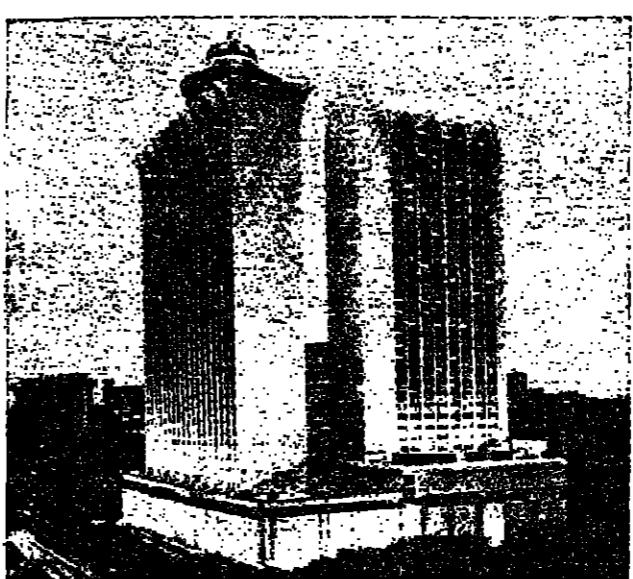
The ubiquity of credit cards

(and the replacement of entrepreneurs by managers) pushes distinctions beyond mere expense to real exclusivity, in a Washington-inspired reprise of the old Republican refrain.

"If you've got it, flaunt it." For the 1980s add, "If not, get busy."

Frank Lipsius

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BUSINESS TRAVEL IX

More travel and entertainment expenses are being paid by credit cards. John Burke reports

Sharp expansion in plastic money

IN 1950 three rich Americans met for lunch and then none could pay the bill as each was without his wallet.

This mischance gave rise to the Diners Club, starting with 200 creditworthy tycoons who could patronise two hotels and 27 restaurants in New York. American Express launched its own charge-card for travellers and so today there are well over 200m users of at least 100 brands of plastic money around the globe.

Britain alone has some 15m holders of various cards, mainly Barclaycard and Access for shoppers' credit. Yet even the home-based issuers have found that an undue chunk of profits comes from travel and entertainment (T and E), partly because British businessmen make almost 3m trips abroad each year.

Access reckons that a good fifth of its £2.85bn turnover comes from T and E even with out counting petrol, while Barclaycard says that these two items together account for £1,000m out of £2.40m. So, while few of the 6.8m Access and 6.5m Barclaycard spenders may have expense accounts, their slice is missed by the transatlantic two for whom the jet-set is bread and butter.

Diners Club has only 300,000 members in the British Isles out of 4m worldwide, while American Express sterling cards are held by 800,000 against 17m in other currencies. Thus the card companies hardly need a watchdog on cartels to be fiercely competitive in the T and E sector. They are forever trying to win more members by lavishly advertising new systems, promotions and facilities.

The latest move comes from Diners, which brought payment by plastic to Britain in 1951. It is selling the concept of five-cards-in-one with the accent on two services considered market-leaders. "The major offer is an upgraded insurance package, giving a traveller personal cover of £75,000 and other big benefits," says strategic projects director, David Abbott, at the UK headquarters in Farnham. The other new perk is a businessman's lounge at Heathrow, through which 200,000 Diners Clubmen may pass every year.

American Express cards, which spread to Britain in 1963, are countering with their businesslike Consort Club at travel-



Hugh Routledge
Businessmen's lounge at Heathrow Airport for the benefit of Diners Club travellers

centres in London, Paris and other cities. The multinational parent has long stressed the commercial benefits of its 1,100 offices in 140 countries—not least travellers' cheques. Globe trotters cannot pay with plastic for sundries like tips and taxis, but see statements on visual display by next year.

Although the card companies (which have no trade association) will co-operate in technology, such as joint on-line terminals for immediate authorisations, the T and E pioneers may still set the pace in the market. Yet their newer rivals can make inroads partly by charging outlets less and paying promptly. They may need further establishments eligible for T and E, but their quantity already beats the world's 300,000 places tak-

ing Amex and 600,000 signed up with Diners.

Just in the British Isles 210,000 retailers accept Access—and abroad this increases to 4m through Eurocard and MasterCard (which is writ large on new cards). Special projects manager, Peter Fraies, says in Southend: "Our role is to get travellers the widest outlets, while supplying the finest systems to benefit that international network." Access trains point-of-sale staff like hotel receptionists and it is also streamlining accounting with airlines, some of which take credit-cards for in-flight sales.

The rival pooled card, Visa, boasts almost as many outlets,

but it can be used for more cash at more banks: 140,000. London business manager, Ugo Scarpitta, thinks that the banking sector is still untapped, but that Visa scores highly in T and E. "A quarter of our 105m cards are used for business, because most of the issuing banks in 156 countries went for an exclusive local service," he says.

Visa members, coming to Britain, spend an annual £165m at the 202,000 outlets of the free Barclaycard, which was joined 18 months ago by Barclays Premier card. Divisional head, Seymour Fortescue, says in Northampton: "We have so far issued 26,000 out of Visa's 1m golden cards and the enhanced advantages to the business include free use of telex, telephone and photocopier at Barclays branches abroad in emergencies."

Premier follows not only the American Express Gold Card, long held by 75,000 and partly promoted by Lloyds, but also Midland's Mastercard issued to 20,000 so far. Back at the banking trio's Joint Credit Card Company in Southend this leaves only National Westminster with one class of half of Diners Club.

While the City's card subsidiaries are making ever more complex efforts to woo T and E spenders, the travel sector itself may have half a million cards circulating in this country. Avis and Trust House Forte are among those with in-house cards and last summer British Rail launched its plastic Travel Key.

The classic card companies (some of whom run several of these schemes) claim that this competition is minimal. British Airways even dropped its own charge-card,

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APPS-FTC

Hazel Duffy looks at what's on offer for rail travellers

Success comes with high speed

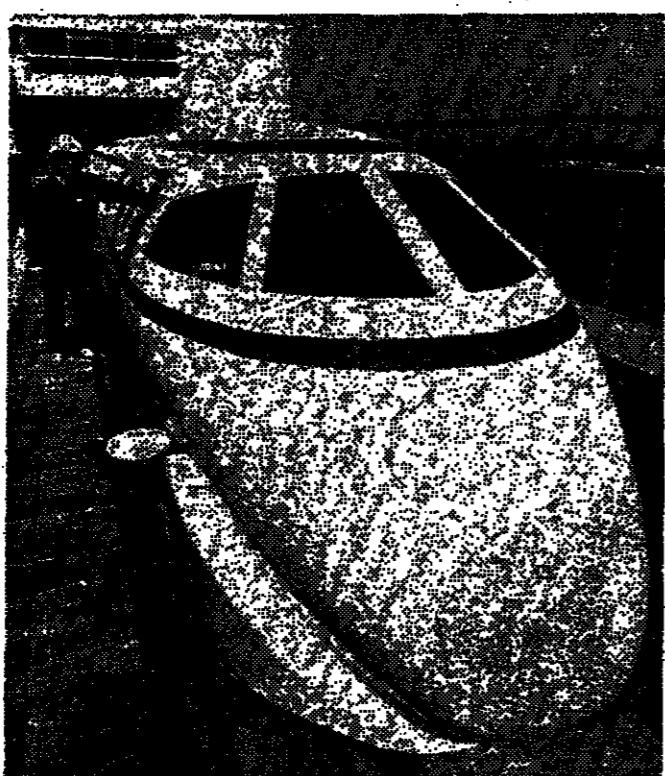
BUSINESS TRAVELLERS are very important customers of the railways. Unlike the price-sensitive passengers in the leisure market, business men and women—their fares paid for by their companies—tend to be more concerned about punctuality and convenience than the price of the ticket.

In the battle to win passengers from road transport, however, the railway authorities have sometimes been over-concerned with offering keen pricing to people travelling for leisure while overlooking the needs of the more stable business traveller. This has certainly been the case with British Rail. In the last year BR has tried to re-launch its business appeal with a number of measures aimed both at the pockets of business travellers (or, at least, of their companies) and at making them feel a little bit special. The lesson that the business traveller wants special treatment, particularly if he or she is paying for it, was learned by the airlines far more quickly than by the railways.

In the middle of last year BR introduced Travel Key, its own charge card. Its purpose is to simplify and cut the cost of business travel. Two types of card are available: a named user card for those who spend a good deal of their time travelling and an authorised user card, to be issued by a company undertaking occasional business trips.

The card is not a credit card, full settlement within seven days of the statement date being required. It can be used in payment for travel on all BR passenger services for meals on trains and in station restaurants, on Sealink services, and Godfrey Davis car hire, and at more than 200 hotels. Some discounts, including reductions on actual travel, are offered to holders—for example, 5 per cent discount on travel and bigger discounts on sleeping car accommodation. The price of the card is between £7 and £20, depending on the category and number of cards purchased by a company.

The discounts are attractive for companies whose employees travel frequently but ease of payment is probably more important for many companies. The railways can sometimes look very old-fashioned in the computer age, relying on telephone information, traditional ticket sale methods, reservation systems, etc. Travel Key gets round some of these problems. Plans exist at BR for expand-



Glyn Genin

The train now levitating at platform one... MAGLEV—a magnetically-levitating linear electrically motor-propelled train—is being developed by Japanese National Railways.

ing computerised reservation systems and issuing tickets against credit cards from station concourse machines to avoid queues at ticket booths.

BR is also attempting to cost the business traveller a little more with the introduction of its executive services on certain trains. A special executive fare package for first-class travellers has been put together which gives guaranteed seats and vouchers for train meals and refreshments, light refreshment service in all first-class accommodation at the seat (avoiding queuing at the buffet) and 10 per cent discount on car hire at certain destinations.

High speed trains

BR is also test marketing new high speed trains with improved seats and furnishings, as well as a new exterior liveries. The exercise is designed to project InterCity services in their own right—as a successful, speedy link between main business and

port and city centre at the point of destination.

The airlines in Britain are increasingly aware of the domestic travel potential, and are cutting into BR's market savagely on some routes. BR has countered the shuttle competition with its 550m fleet of air-conditioned sleeping cars, in the belief that many business people prefer a comfortable overnight journey rather than the dash for the early morning shuttle.

Speed is the main weapon in the battle between rail and air in France. French Railways has demonstrated that its high speed train, the TGV, can make a big dent in the revenues of Air Inter on the Paris-Lyons route. The commissioning of the final stage of the new track last autumn has brought the rail journey down to a whisker under two hours at fares which are highly competitive with the airline.

Considerable time savings have been made on destinations further afield—Geneva and Marcellaz, for instance—and French Railways is hoping to extend the TGV west to Bordeaux, and, at a later stage, across borders into Belgium and West Germany. The TGV already goes through to Milan and Turin, although existing track is used in Italy.

European railway authorities are convinced of the benefits of speed, although not necessarily matching the speeds of the TGV. The latest plan from Italian Railways, for instance, envisages the completion of track renewal between Florence and Milan (it is almost complete between Rome and Florence); German Railways is going ahead with track renewal and upgrading to permit higher speeds; most other European railway authorities have similar plans, although the speed of implementation depends inevitably on national economic budgets.

The high speed rail revolution, begun in Japan and initiated in Europe by BR, is spreading worldwide. The economically advanced Asian nations, for instance, are looking to high speed rail solutions to their traffic problems. Australia and the U.S. are planning high speed corridors. The business traveller is the major beneficiary of the revolution, even if he/she has to sacrifice some of the old fashioned comforts offered by the Trans European Express for the more functional standards dictated by high-speed travel.



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BUSINESS TRAVEL X

Preparation makes journey smoother

BUSINESS TRAVEL lacks glamour: apart from pressures involved in negotiation, all manner of hassles await the itinerant executive. He, or she, is expected to arrive at a meeting briefed, bright-eyed and bushy-tailed no matter how small the hour of arrival that same morning, how cramped the flight, how death-defying the taxi ride from airport to hotel.

Spruce and suitably garbed, the newcomer will take care to avoid causing embarrassment or offence. A successful outcome may hang on effortless presentation of facts and figures, but the visitor must also be at ease with cultural and social niceties. From the first handshake—should it be a bow? And the mode of address? Doctor? Ingénier? Licenciado?

All this before discussions open, and Westerners venturing East should be prepared to engage in protracted negotiations before serious dialogue can start. When it does the dialogue itself must be studied, since hard-sell may score in Texas, but in Thailand even direct questions are disdained.

Counsellors

There will be the exception, the extrovert, entrepreneur, clutching deals in Delhi with a hand on the back, but most business travellers must use their common sense. If the company's overseas agent or colleagues and associates are not available for discreet inquiry, information and guidance can be gained from more formal sources such as the commercial counsellors sent on briefing tours from our consulates overseas, or the accounts executives in business sections of the major travel agencies.

The Department of Trade's of

booklets, *Hints to Exporters*, gives global coverage on topics varying from Import Permits in the Honduras to Model Addresses in Samoa.

Retail bookshops offer a variety of good travel guides, one or two specifically for the business traveller, all giving the standard intelligence on climate, currency regulations, vaccinations, visas and every other technicality of modern travel, and the *Financial Times Businessman's Guide* to the UK (£6.95), available through mail order, gives comprehensive coverage on 80 commercial centres, although this was produced in 1981.

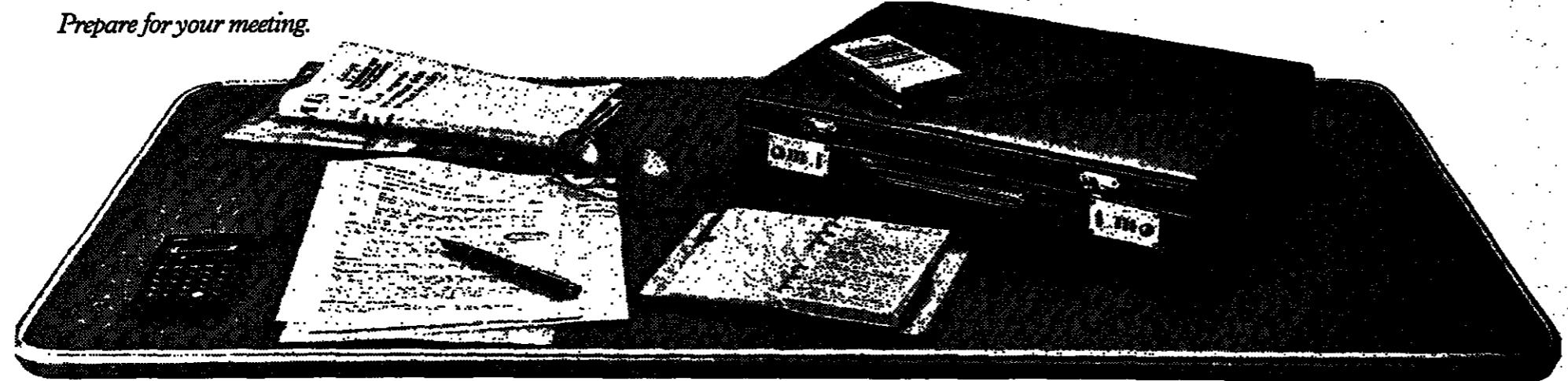
Print outs

The travel agencies offer endless practical information. Thomas Cook's *Bank View Data System* provides printouts from 1100 pages of data. *Hotels International's* publication, *A Question of Class*, compares airlines' varying class category services, including tips on seat pitch and leg room. The chairman of Cox & Kings, Anthony Good, also chairman of the *Guild of Business Travel Agents*, described the kind of informal guidance that a good account executive can give: whisky will be appreciated as a gift in India, where it costs £25-£30 per bottle; anti-malaria tablets issued for India or Pakistan are not guaranteed against Kenyan strains; Swedish drink-driving laws are extremely severe (blood-alcohol levels of 0.05% are rigidly enforced). "There'd be nothing more embarrassing than to find yourself in jail."

Advice given can throw light on the adviser: a senior executive in a London-based Japanese trading company, asked how he would counsel his fellow-countrymen, commented that the British are conservative and proud of their history, and that there is no word in the English vocabulary for the concept "scrap and rebuild."

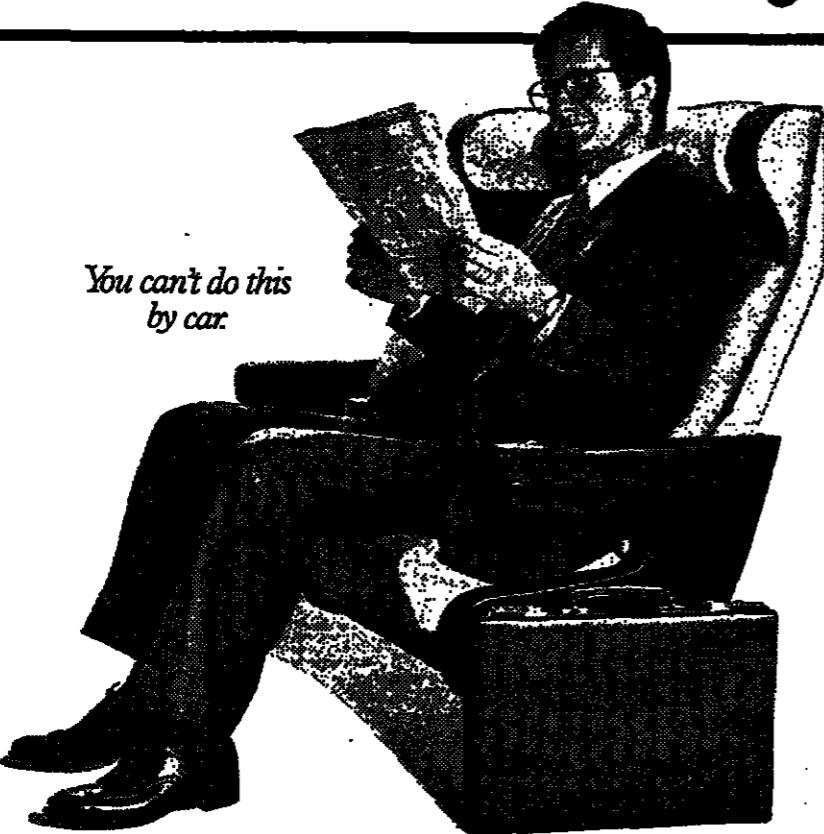
Jo Darke

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Rock stars need VIP treatment

THE BEST-KNOWN international travellers are the stars of the entertainment industry. They are always being photographed stepping off a plane at Heathrow or being interviewed in their suite at the Dorchester. Not surprisingly specialist travel companies have emerged to cater for the travel and accommodation needs of stars whose professional life involves a great deal of touring.

In particular, the pop millionaires are probably the most foot-loose individuals on the planet. Often suddenly catapulted to fame and fortune, they have hatred of boredom and a casual attitude to life which is expressed in sudden travel whims. Their leisure time is spent in exotic holiday locations: their working schedule is based on intensive world tours.

For the specialist travel firms like *Trinifold*, which began by booking the tours of The Rolling Stones and The Who and now dominates the pop world, *NEP*, which has a bias towards the film industry, it means break business but also an ability to adapt to change. "We have to switch direction in five minutes," says John Giammatteo of *Trinifold*, "and we have to know what each individual client wants."

The problem is that tastes can alter rapidly. A favourite hotel can fall by the wayside through the vagaries of the artists' own service.

Pop stars tend to be very domineering characters who expect the very best. They know that a tour involving perhaps a crew of 50 depends upon their popularity and talent and they can be very temperamental. In the main they expect the top suite in the top hotel in town. On the other hand, they know that the costs of travel will be set against the revenue from a tour so they are increasingly cost-conscious. They want the best but at the best price.

In the main the airlines and the hotels are quite prepared to offer discounts to show business personalities and their entourage. There was a time when hotels were always being wrecked by some pop groups or airlines were vowing never to allow a certain star to fly with them again because of boorish

behaviour. Much of this was just a facade: they welcomed the publicity.

There are hotels, such as the *Ritz* in London, which are dubious about some rock stars, although the *Ritz* is a favourite haunt of actors like Rex Harrison. But in the main they take.

The average American rock band is happy with the Holiday Inn and similar chains. It reminds them of home; there are branches in most towns they have the swimming pool which appeals to the crew; and they offer a reliable if predictable service.

Loyal

The stars like Elton John, his grandad's idea. Popular hotels, or the moment, are the *Royal Garden* in Kensington, the *Hyatt Carlton* Tower in the *London* and the *Hilton*.

The days when small hotels like the *Portobello*, built up a big reputation among pop personalities are generally over.

With all the fatigue and hassle of touring the major artists like the familiar and will remain loyal, to a hotel which provides a good service. This is what makes the pop industry attractive to the hotels: not the room rates which carry a discount, but the very lavish bills for room service that the artists' run up.

Travel companies like *Trinifold* make the booking and obtain the discount, which they then pass back to the tour promoter, retaining a 8-10 per cent commission but the very high food and drink costs are billed directly by the hotels to the tour promoter.

Usually the band and the road crew are separated, the latter making do in three-star hotels. If they do share a hotel, pains are taken to keep the two sides well apart. Quite often a star can fall out with his band, or crew, during a tour, making more work for the travel agency.

All in all, although this can be very important business—a world tour might cost £100,000—it is hard-earned profit for the travel trade.

Antony Thorne

Women seeking fair consideration

A COMPANY executive, staying recently in one of London's larger hotels, asked how late the hotel's health centre stayed open. After six, she was informed, it was for men only. Why? "Because men work, many," was the baffling reply.

Clearly some operators in the UK travel industry have not woken up to the fact that, according to *Executive Travel's* latest review, women now account for 30 per cent of the business travel market. Others, however, are responding to the commercial opportunities, though with some nervousness about what is the appropriate marketing approach.

British Airways' section women now make up 11 per cent of business travellers on their long-haul flights, rising to 15 per cent on North Atlantic routes. BA's "from a plane" marketing manager Paul Giblin says: "It's a delicate matter. We don't want to single out women as a 'freak' audience" but is setting up a special study of the market.

Needs

Quintie "would not normally distinguish between male and female" business travellers—we wouldn't dare," although UK sales promotion manager Ken Grover is aware of "a difference in the needs of men and women" in certain parts of the world where women might appreciate separate facilities at restaurants.

The hotel industry is less inhibited about catering to the special needs of the women executive. On one level these appear to consist of make-up mirrors, skirt hangers, hairdryers, feminine toiletries in the bathroom, even complementary chocolates.

On another level the industry is beginning to tackle more sensitive matters.

Crest Hotels surveyed women executive guests to establish what they wanted, and are now creating "Lady Crest Rooms" in many of their 55 UK hotels, with a special booking service ensuring "a quiet room" in the dining room, and extra security arrangements.

Cunard's Hotel, Bristol, in Mayfair has gone a stage further with a "women executives only" floor.

The concept of segregated facilities is gaining ground in U.S. hotels, but whether the idea will take hold in Britain remains to be seen. Both Crest and Hotel Bristol report special bookings for their female accommodation, but Britain's largest travel agency, *Britishair*, has not yet done so, despite a demand for special packages for women.

It's not just a matter of providing handbags," says

"For instance, why don't airlines and hotels provide special information for western women travelling to culturally different business environments?"

At *Elleen Cole*, *Managing Director* of *Unilever* subsidiary *Research International*, travels extensively in Europe and agrees that "physical security is an increasing problem, but I don't want segregated rooms. I just want good service, equal to that offered to men. Airline stewards, for instance, used to have an alarmist tendency not to see women but they, and hotel staff, are learning fast."

Women are becoming more demanding, but are still regarded as second-rate customers according to *Elizabeth Allman*, who travels the UK organising clinical trials for a major pharmaceutical company: "A man with a briefcase would never be allocated a sub-standard room. There's not enough thought given to our needs. Why can't hotel bars provide magazines and make sure a single woman can have a drink without being pestered?"

Rolfe Pullman, manager for *Hyatt Hotels' PR and advertising* in Europe and the Middle East, agrees that "staff should be astute enough to make the single woman feel comfortable, without over-compensating."

Hyatt are "going all out for the businesswoman market in the United States," but offering special facilities equally to both sexes. The elaborate package for the businesswoman, she suggests, could just be the travel industry's current flavour of the month.

There could be a genuine gap in the market, says Anne Charnier of the International Federation of Women's Travel Organisations, for serious attention to the needs of business women.

Nicola McLaughlin